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ABSTRACT

The economic impact of the provision of public child care assistance on low income families is evaluated in this report. Data from interviews and records of current and former recipients of 4C child care assistance under Title II in the Orlando Standard Metropolitan Statistical Area (SMSA) during the period 1976-1978 are examined. A brief overview of the competing hypotheses regarding public support for child care is presented in the first section, along with a procedural description of the data collection, interview format, questionnaire administration and data analysis techniques used in this study. Section 2 presents the major findings and conclusions derived from the study including the impact of the child care support program on participants' employment experience, earned income, AFDC payments, and personal attitudes. Findings related to the implementation and evaluation of the support program are also discussed. Section 3 contains a brief description of the evaluative model used in this study. In the fourth section, each of the EIGTC model determinants (environment, input, group, task, and outcome) is operationally defined and the results of the application of this model in the Orlando SMSA study are presented. Copies of the questionnaires and cover letters and several pages of data are included in the appendices. (JMB)

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AN ECONOMIC ANALYSIS OF CHILD CARE SUPPORT TO LOW-INCOME MOTHERS

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College of Business Administration

University of Central Florida
Orlando, Florida

AN ECONOMIC ANALYSIS OF CHILD CARE SUPPORT TO LOW-INCOME MOTHERS

Prepared for
Orange County, Osceola County and the City of Altamonte Springs, Florida, who jointly applied for Research and Development funds for this study to Florida Department of Community Affairs, Community Services Trust Fund, R & D 1978 testing the economic effects on families of services provided by Community Coordinated Child Care for Central Florida, Inc. (4C)

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SECTION 1

INTRODUCTION

Women have been increasing their labor force participation dramatically over the past quarter of the century. In 1976 women represented 40.5% of the labor force composition compared to a figure of 20% in 1950. Specifically, the proportion of women workers with dependent children has grown steadily over time. In March 1976, approximately two-fifths of all working mothers had children under six years of age.

The socio-economic characteristics of a mother will affect her labor force participation. More specifically, the employment status of a mother is determined by her marital status and the presence and ages of her children as well as her ethnic background. The younger the child, the higher the unemployment rate for mothers whether single, married, separated, divorced or widowed. Divorced women consistently have the highest labor force participation rate of any marital group. Moreover, black mothers are more likely than other ethnic groups to be working and to be heads of households. It is the non-white, divorced or separated female heads of households with dependent children that have urgent needs to participate in the labor force and to work full-time.

Welfare seems to be a perfect substitute for work for many mothers with low earning potential. In 1976 more than 800,000 families with female heads had welfare as their only source of income and 94.0% of them lived below the poverty level. Approximately, three-fourths of the mothers receiving public assistance are not in the labor force. Yet, many are willing to go to work but for their inability to arrange for child care.

Federal funds help support only a small percentage of the children of the economically disadvantaged families that are cared for outside

the home. But, the issue of public child care support remains a controversial one. Its economic implications are not well identified, yet, there are interesting arguments for and against expanding such support. Scanning the literature reveals two major hypotheses to that effect. The first hypothesis favors public child care support to low income families. This will help improve the economic status of mothers by allowing them to take better advantage of the available employment and educational opportunities. Public child care support will also help reduce AFDC (Aid for Dependent Children) payments to recipient mothers. It is believed that welfare rolls will, therefore, be cut down appreciably. Hence, more funding is needed to meet the increased labor force participation of mothers with pre-school children and the increased number of female-headed families.

The second hypothesis, on the other hand, maintains that public funding of child care does not resolve the economic problems of low income mothers. Even if welfare recipients were employed, the earnings of most of them would still be low because of their limited education, skill levels, lack of work experience and other barriers to high earnings. Moreover, the high costs of day care further complicates the situation. Consequently, welfare rolls will not be reduced significantly and the provision of public child care support should not be expanded.

Sample Selection, Data Collection, & Analysis

This section provides a procedural description of the data collection, interview format, questionnaire administration and data analysis techniques used in this study.

Information for this study was collected from two sample surveys of active and inactive title XX child care funds recipients in the Orlando SMSA. The data on the clients was supplied through the 4C (Community Coordinated Child Care) files system.

The Inactive Group (Group I)

The inactive population under consideration consisted of 526 cases of recipients with children under six years of age that dropped out of the program between January and June 1976. After scanning the population, 40 cases were discarded for different reasons as when the primary recipient was a grandmother or a father without the mother present and/or when the mother died. The inactive population files were examined individually and Appendix IV portrayed their statistical data. Although the inactive population was contacted, only 111 interviews were successfully completed.

The Active Group (Group A)

The active population represents the cases of families with children under six years of age that enrolled with the 4C program prior to January 1978, and were still enrolled on that date. This is so because the last redetermination was undertaken in January 1978 when this research project started. It is also believed that less than six months of enrollment is too short a period for economic analysis.

The active population, as so described, totalled 816 active families. The population was stratified by eligibility status upon enrollment and by the January redetermination status. Four classifications were set up accordingly with the first letter referring to status at time of enrollment and the

second letter referring to their status as of the last redetermination in January. The following statistics appeared:

1. EM (Eligible/Maintenance) 46
2. ME (Maintenance/Eligible) 126
3. MM (Maintenance/Maintenance) 165
4. EE (Eligible/Eligible) 479

In order to adequately represent the recipients, the total sample was selected in a manner to adequately represent the active population. The breakdown includes all 46 (EM's), 64 (ME's), 85 (MM's), and 97 (EE's). Although all 292 cases were selected, only 191 interviews were positively contacted. Of these 41 cases were no longer active at the time of the survey.

The 147 active cases successfully contacted were broken down as 17 EM's, 36 ME's, 37 MM's, and 57 EE's. However, the 17 EM cases were discarded from the analysis. First, a minimum of at least 30 interviews were needed for each grouping for statistical significance reasons. Second, a close examination of the EM cases showed with the execption of 2 cases that their circumstances did not substantiate and EM classification.

Interview Format

The survey questionnaire was designed in a structured format to facilitate telephone interviewing. A copy of the questionnaire and a cover letter explaining the purpose of the research were mailed to the primary recipients prior to the actual telephone interviews. A strict mail questionnaire format was ruled out on the grounds of the historically poor response rate of that technique. It was determined that a telephone interview format would be the economically most efficient and productively most effective means of gathering information.

Most interviews were conducted during non-working hours in the evenings or on weekends. Each interview lasted approximately ten minutes. A follow-up procedure was set up to contact those individuals who could not be contacted by telephone. They were mailed a note asking to call back and identify a telephone number where they can be reached or simply complete the questionnaire and return it by mail. However, such procedure was expensive, time-consuming, and produced poor results.

The inactive questionnaire consisted of 26 questions whereas the active questionnaire had 28 questions. Additional information including identification data, eligibility information, enrollment need, and employment and income standing was obtained from the 4C files for both groups. The examination of the clients' files was done manually to eliminate data processing errors as the computer system is of recent implementation. (Appendix 1)

Organization of the Report

The purpose of this report is to evaluate the effects of public child care support vis-a-vis low income mothers based upon the evaluation model described herein. The report consists of 4 sections. This introduction will be followed by findings and recommendations in the light of the evaluation underway. Section 3 describes the evaluation system used in this study. In section 4, the evaluative model as applied to the Orlando SMSA will be presented.

SECTION 2

FINDINGS AND RECOMMENDATIONS

This section presents the major findings and conclusions derived from the study. Conclusions have been drawn relative to the impact of the programs on recipients and reflect findings which should have an immediate impact on the scope and implementation of the 4C child care support program.

Child Care Support Impact

The impact of the child care support program--as sponsored by 4C--on low-income mothers was evaluated using the EIGTO Model. The outcome determinant specified performance criteria of employment experience, earned income, AFDC payments, and personal opinions of recipients.

Employment Experience. Overall, significant improvements in the employability of participants were noted after receiving child care support during the study period. At pre-enrollment, 57.7 percent of the inactive recipients were employed and 21.6 percent were in training. At the time of the study, four-fifths of the inactive sample were employed and 70.0 percent of these were working full time. An enrollment of two to three years was positively correlated to an employment gain of 122.5 percent. In enrollment of less than two years, however, showed an employment gain of about 20.0 percent. Of those holding jobs, approximately two-thirds of the group had one job depicting employment stability.

One third of the active group was unemployed before enrollment. At the time of the survey, only less than one-fourth was in that classification. Both the EE and ME groups showed high employment rates of 89.3 percent and 85.7 percent, respectively, compared to 72.7 percent for the MM group. The MM group, also, showed a higher incidence of part time employment. Yet, it showed the highest improvement in terms of employment from a pre-enrollment figure of 6.0 percent to a post-enrollment figure of 72.7 percent. Higher employment figures were associated with an enrollment of one to two years.

Earned Income. Income earnings of the inactive participants increased 116.8 percent over the study period. Increases in income were basically employment-related as promotion (29.2%), better paying jobs (20.8%), more skills (11.1%). Only 9.7% of the pay gains were attributed to increases in husband's incomes. Improvements in pay as a function of time were noticeable up to a three-year period pointing out that the direct impact of the child care investment relative to earned income can be effected shortly after enrollment.

With the active group, substantial pay gains were noted after enrollment as the 42.6 percent figure of $0 earnings dropped to 11.3 percent--depicting an improvement rate of 73.4 percent. Earned income rose to higher brackets ($6000-$9999). At pre-enrollment, only 9.4 percent of EE_S were in that classification. At the time of the survey, 24.2 percent of ME_S, 3.5 percent of MM_S and 20.7 percent of EE_S were so earning--representing 17.3 percent of the active sample.

Both ME_S and MM_S reported $0 median income at pre-enrollment. At the time of the survey this figure was $4944 and $2832, respectively. The EE group experienced a 32.5% improvement in median income over the study period. Increases in income were basically attributed to employment (34.1%), better paying jobs (12.9%) and higher skills (11.7%). Yet, with the active group, it was the longer the enrollment, (over two years), the more tangible the pay gains.

AFDC Payments. At the time of enrollment 38.7 percent of the inactive sample were classified as income maintenance. At the time of the survey, however, only 4.5 percent of the inactive recipients were still on AFDC rolls. Closing of AFDC cases was attributed to employment (68.6%) and pay gains (20.8%). The longer the enrollment, the higher the incidence of AFDC termination.

During the study period, the active group showed improvement in welfare status. Before enrollment, 56.6 percent were listed as income maintenance. The January 1978 redetermiantion showed a 49.3 percent improvement, i.e., off AFDC with AFDC payments dropping 60.6% during the study period.

Personal Opinions. Overall necessity and satisfaction characterized the perceptions of both active and inactive child care recipients. It would be "very difficult" for them to pursue their labor market goals without such assistance; specifically, 89.3 percent and 71.2 percent, respectively.

Impact Effectiveness

A comprehensive statistical analysis was used to evaluate the aforementioned performance criteria. The overall evaluation suggested that child care assistance proved to be an aid in the improvement of the economic status of low income mothers and the closing of AFDC cases. Marked gains were noted in the employment experiences of recipients, their earned income, and AFDC payments. The length of enrollment was an important consideration. Most mothers were highly dependent on 4C support and were satisfied with 4C arrangements. Even the income maintenance recipients (MM cases) showed slow and gradual improvements in their status. An

enrollment of two to three years resulted in noticeable gains. To make the investment more worthwhile, eligibility criteria might be reconsidered to give priority to those in training or working toward a high school diploma to increase the chances of self-sufficiency and the acquisition of better-paying jobs.

Yet, child care support alone cannot break the cycle of poverty as mothers' are still low-income earners and concentrate in low-paying jobs. Serious need for additional training, retraining, and upgrading of skills seem justifiable in that context. However, such opportunities, if available, would not be effective without child care support. Hence, coordination efforts with employers, CETA and other related agencies need to be firmly established to consolidate the positive impact of child care assistance. Moreover, other supportive services, like transportation, may also be extended to recipients in order to complement child care effectiveness. Research efforts for the needs of supportive services should be launched. Surveying the employers of primary recipients might be in order.

Finally, it appeared after studying both active an inactive groups that the 4C clientele did not change throughout the years. The personal characteristics of the two groups are just similar. The participants are mostly black females, under 35 years of age with an average famil size of three. Their educational attainment was a high school diploma.

Yet, their employment characteristics showed a higher unemployment rate for the active group (35.4%) relative to the inactive group (29.7%) at pre-enrollment. At the time of the survey, however, there was no significant difference regarding the performance of the two groups in relation to the success criteria. But, it should be mentioned at that point that the background was quite different. Unemployment statistics review (as presented under the environment section) revealed that economic conditions were tighter in 1976 and 1977 than in 1978. So the inactive group had to face more severe labor market conditons.

Program Implementation

Program goals along with specific success (measurement) criteria should be the focal point around which program administrators concentrate their efforts. Child care support must be extended with specific desired outcomes in mind in order to assure that resources are being used effectively. This will provide the basis for concurrent evaluation of recipients who are active in the 4C programs as well as for post-enrollment on-the-job follow-up evaluation. The profile of success cases should assist the administrators to review their eligibility requirements in terms of clientele selection.

The 4C office should attempt more aggressive advertising through flyers, TV and radio announcements, etc.--to reach a larger population. Also, flexibility in administrative rulings is recommended for the benefit of the participants who can be terminated for failure to abide by deadlines. Tangible results are achieved after a two-year enrollment.

Coodinated efforts for rendering supportive and secondary services to recipients need to be stressed. It is necessary to determine specifically what services should be made to individuals based upon pre-established need criteria.

Program Evaluation

The evalutative model adopted in this study tackled on a comprehensive basis all the interrelated aspects in the provision of child care support. Tabulation forms and performance criteria were designed for such a task. Data systems must be reassessed and redesigned in order that information needed for similar future evaluations be available in a usable format. Specific information objectives should be formulated prior to the design of the data system, particularly in relation to a computerized information system.

Labor Market Need Analysis

Program goals need to be formulated to meet the needs of the eoconomic community and population, to be served in the designated geo-political area.

No published statistics is available for long range planning activities designed to assess the future needs of counties. It is, therefor, imperative that a far-reaching, in depth "need analysis" be conducted on a district or SMSA basis to determine the demand for child care support in the future. Such an analysis can be tied to the outcome assessment on an on-going basis.

Need forecasts will give program administrators sufficient lead time to seek necessary funding for child care support and for active recruitment of participants. It is recommended that a sample survey be undertaken selecting its population form the county census tract level to cover two criteria of low income and need for child care. In the meantime, agencies should press for the generations of basic statistics from the Florida Department of Labor and other appropriate authorities relative to the Orlando SMSA for a more complete interpretation of evaluation findings.

Future Program Evaluations

Evaluations such as the one described in this report assist program planners and administrators to identify how participants fare in the labor market and hence determine whether resources were invested effectively. As such, the evaluation would provide the basis for subsequent improvements in the future. It is recommended that outcome assessments be undertaken on a continuous basis to determine the effectiveness of program design, implementation and impact. An evaluation every 18 months seems appropriate. The total time estimated to complete an evaluation using the EIGTO Model described in this report is estimated to be approximately 4 months, provided the data system has been adjusted accordingly. Included in this time fram are all of the required activities: drawing appropriate samples; contacting and obtaining information from recipients; analyzing the aggregate data; and reporting back findings and recommendations to the appropriate users.

SECTION 3

THE EVALUATIVE MODEL

This study is concerned with the provision of public child care support to low income mothers to enable them to seek and maintain employment. This research effort is launched to determine the net economic effect on clients.

First, it should be stressed from the outset that this study and its findings are not an evaluation of the worth of child care itself. This evaluation focuses on the effect of public child care support on the labor market status of the recipients i.e. employment and financial independence goals. Consequently, it is outside the scope of the project to tackle the children's growth and development.

Second, evaluation research in the social services is still in its infancy stage. An evaluative model based on the system-logic approach is presented to undertake an outcome assessment of the provision of public child care support on the recipients. The system is identified by its major components or sub-systems. The structure of the system is determined by the interaction among its sub-systems. The schematic presentation in Figure 1 describes the elements of the model. The model consists of five determinants, namely environment, input, group, task and outcome. Environment (E) refers to the existing socio-economic conditions of the geo-political area under study. Input (I) covers the child care program goals and the resources allocated to achieve them. Group (G) describes the individuals who actively participated in the program. Task (T) refers to the content and format of the program and outcome (O) consists of specific criteria by which the interaction of program input, group participants and the task may be evaluated reflecting the degree of labor market success of child care recipients. The criteria selected for the outcome evaluation stem from the contents of the Federal Title XX goal I stressing self-sufficiency and reduction or elimination of dependency. The criteria include employment (status and stability), earned income and AFDC (Aid for Dependent Children) payments.

The EIGTO classification scheme is presented in Figure 1.

Diagramatically, the EIGTO model is outlined in Figure 2. The block diagram provides program administrators with a step-by-step activity flow and feedback loops for program improvement. Finally, the model format is such to be easily replicated for other similar programs in other localities. In the next section, each of the model determinants will be defined operationally in the context of a pilot study conducted in the Orlando SMSA.

Figure 1 - THE EIGTO MODEL
CLASSIFICATION SCHEME

Explanatory Note

Environment	Input	Group	Task	Outcome
The overall setting in which child care support is being administered. The existing socio-economic conditions of geo-political area	Resources earmarked for the implementation of public child care support program	Socio-economic characteristics of primary recipients	Components of the public child care program	Results of interaction of input, group, and task

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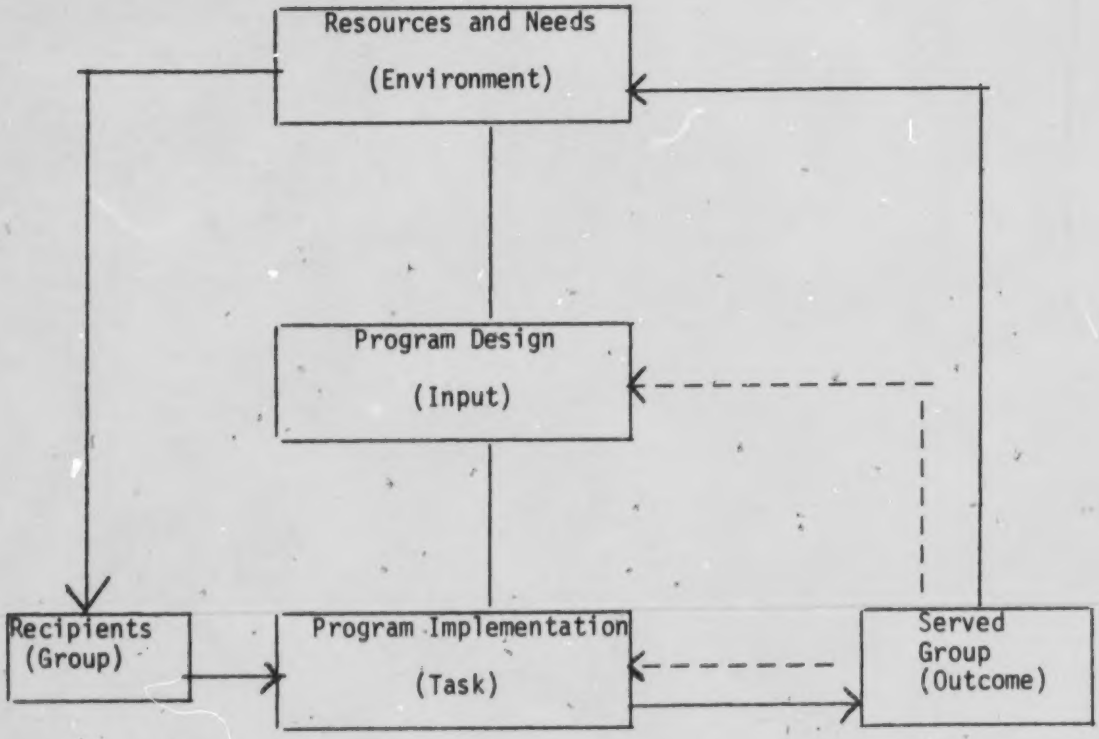
Examples

Area coverage; population by age, sex and race; employment and unemployment data	Objectives of the program; money allocations; eligibility criteria; number of families served; number of child care centers contracted	Sex, age, ethnic group, education, family income, employment status	Recruitment; length of enrollment; frequency of center changes; withdrawal reasons	Employment statistics and stability; income gain. (pre-post enrollment); AFDC dependency

Figure 2 - THE EIGTO MODEL
BLOCK DIAGRAM



SECTION 4

CASE STUDY ANALYSIS :

APPLICATION OF THE EIGTO MODEL IN THE ORLANDO SMSA

Section 4 presents the results of the evaluation of the provision of public child care support in the Orlando SMSA. The sub-sections that follow describe the application of the EIGTO evaluative model as well as the results of the evaluation relative to the environmental conditions, program inputs, participating group, task implementation and outcome criteria for the populations and the samples studied.

The EIGTO model determinants will be presented as follows:

Environment

Input

Group

Task

Outcome

Environment

The Orlando Standard Metropolitan Statistical Area (SMSA) is located in Central Florida and is composed of Orange, Osceola and Seminole Counties. The total population of the area reached an estimated 597,003 by July 1976 with a projected figure of 635,413 for 1979, reflecting a positive annual percent change of 3.8.

In 1976, there were more females than males. Females made up 51.8% of the population. The non-white female population amounted to 12.3% and is estimated to reach 13.9% in 1979. Females in the childbearing age (15-44 years) constituted 42.6% of the total female population, of which 12.3% were non-white. This figure is estimated to be 14.0% in 1979.

In 1976, approximately 7.5% of the tri-county population was under 5 years of age and expected to reach 8.0% for 1979. The non-white children under 5 are estimated to represent 18.9% of the total number of children. The population information is presented in Table 1 in Appendix II .

In 1977, 39.2% of the total civilian labor force and 48.8% of the unemployed were women. The minority group females had the highest unemployment rate of 13.2%. (See Table 1)

It is estimated that the labor force participation rates of females would be 47.7% by 1979 and that of non-white females would be 58.4%. By age distribution, higher labor force participation rates were recorded for white females under 25 years of age compared to non-white females in the same age bracket. (See Tables 2, 3)

The background information for the Orlando SMSA focuses on all women in the area because of the lack of local data on mothers with children under six. This is a data limitation for the undertaking of similar research projects for the Orlando SMSA.

TABLE 1

Female Labor Force Status - 1977

	Labor Force	Employed	Unemployed	Un-E Ratio
Total	108,300	97,550	10,750	9.9
White	90,200	81,750	8,450	9.4
Black	17,900	15,600	2,300	12.8
Other	200	200	0	0.0
Spanish American	1,650	1,350	300	18.2
Minority Group	19,750	17,150	2,600	13.2
Percent of Both Sexes	39.2	38.7	48.8	

Source: Affirmative Action Data for Florida and Standard Metropolitan Statistical Areas, 1977 Florida Dept. of Commerce Division of Employment Security Research and Statistics , Tallahassee, Florida

TABLE 2

Labor Force Participation Rates
Orlando SMSA

	1970	1979
Female	41.6	47.7
White	39.8	46.2
Non-White	54.0	58.4

Source: Orlando SMSA - Annual Planning Information 1979.

TABLE 3
Total Number of Female Unemployed Projections for FY 1979

Age Cohort	White Female	Non-White Female
16 - 17	1,800	450
18 - 19	2,100	850
20 - 24	3,750	1,000
25 - 34	3,150	700
35 - 44	3,800	1,200
45 - 64	3,050	800
65+	600	250
TOTAL	18,250	5,250

Source: Annual Planning Information Report, 1979.

In fiscal year 1976, there were 6,606 families receiving AFDC benefits with an average of 2.3 children per family. In February 1978, the number of families had increased to 6,912 with an average of 2.1 children per family. The average benefit received per family was calculated to be $137.63 per month. Caseloads are not expected to vary significantly during 1979. (See Table 4)

It is estimated that the economically disadvantaged make up approximately 19% of the Orlando SMSA total population. Of the economically disadvantaged 78.1% are female, 76.2% are on welfare and 54.7% are black. It would appear that typically the economically disadvantaged would likely be a black female between 30 and 39 years of age receiving welfare. This should pinpoint a target group for child care assistance. (See Table 2 in Appendix II)

Similar to the national distribution, women in the Orlando area are concentrated in low-level, low-paying jobs (See Table 3 in Appendix II.) In June 1977, women made up 72.8% of all clerical and sales workers and 70.9% of all service workers registered with the local Florida State Employment Service.

Unemployment statistics for the period under study in the tri-county area was portrayed in Chart 1 in Appendix II. Economic conditions were bad in the first quarter of 1976. The labor market situation eased a little but unemployment remained high and reached 9.6% in June 1977. Since then, the unemployment rate dropped gradually from a 7.4% in July 1977 to 5.5% in April 1978. At the time of the survey (August 1978), the unemployment figure was slightly higher at 6.0%.

In 1976 per capita personal income in the tri-county area was $5,948 while in April of that year, average annual wages in food and kindred production, and in manufacturing were $9,205 and $9,451 respectively (See Table 5). By June 1978 these wages had increased to $11,412 and $11,482 for both categories.

TABLE 4
AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC)
February 1978

	Families	Children	Persons	Average Per Family	Person
Orange	5,167	11,123	15,147	$138.80	$ 47.35
Osceola	376	815	1,087	$137.49	$ 47.56
Seminole	1,369	2,812	3,822	$133.33	$ 47.76
SMSA	6,912	14,750	20,056	$137.63	$ 47.44

Source: ORLANDO SMSA Annual Planning Information, 1979- The Florida Department of Labor and Employment Security. May, 1978.

TABLE 5

AVERAGE WEEKLY HOURS AND EARNINGS IN THE ORLANDO SMSA, 1976 and 1978

	Weekly Earnings	Hourly Wages	Average Hours (Weekly)
April 1976			
All Manufacturing	$181.75	4.39	41.4
Food and Kindred	177.02	4.06	43.6
June 1978			
All Manufacturing	220.81	5.27	41.9
Food and Kindred	219.47	4.73	46.4

Source: Florida, Department of Commerce, Orlando SMSA: Labor Market Trends. June 1976 and August 1978.

TABLE 6

TITLE XX MONEY ALLOCATIONS FOR FISCAL YEARS 1977 and 1978

	1977	1978 (est.)
Total Cost of Child Care	$2,945.575.82	$3,278,475.00
Total Number of Children Served	6,657	6,987
Total Number of Families Served	2,758	2,911

Input

Input refers to the programmatic elements necessary for the provision of child care support. Included should be an outline of the resources appropriated for program implementation, specific program objectives, and eligibility criteria.

Title XX of the Social Security Act provides federal funds for a portion of state provided social services, including child care. Child care services are designed to assist low income families to achieve and maintain economic self-support and self-sufficiency to reduce or eliminate dependency as well as to remedy child neglect and abuse.

Public funds made available for child care set specific goals. This research is an effort to determine whether these goals are met by the child care service delivery in Central Florida. The two major sources of funds list their goals as follows:

> U.S.--P.L. 93-647
> The Social Services Amendments of 1974 - Title XX.....Grants to States for the purpose of furnishing services directed at the goal of -
> (1) achieving or maintaining economic self-support - to prevent, reduce, or eliminate dependency,
> (2) achieving or maintaining self-sufficiency, including reduction or prevention of dependency,
> and

"Florida Financial Assistance for Community Services Act of 1974." The legislature finds and declares that great numbers of Florida citizens are denied adequate opportunities to become self sufficient because local communities, given the scope and magnitude of community problems, do not possess the ability to generate enough revenue to carry out effective programs designed to develop human resources. Legislature recognizes local governments as vital partners in the effort to help all citizens achieve self fulfillment and that local government must be capable of meeting the needs of its community. It is the purpose of this act to facilitate and assist local governing authorities in the development, establishment and administration of community service programs to meet the unmet needs of their citizens in essential and necessary human resource development programs and activities.

Primary recipients of federally funded child care services must be employed, seeking employment, in training or disabled to qualify for support. Free services are provided to those who qualify for the income maintenance eligibility status (M) i.e., to be AFDC of SSI recipients. Families with gross monthly income of no more than $750 ($9,000 annually) for a family of four (adjusted to family size) qualify for the income eleigibility status (E) and pay fees based on their annual gross income.

The eligibility cut-off points based on median income are as follows:

Income Eligibility for Free Public Child Support	Family Income < Poverty Level
Income Eligibility for Public Child Support on a Fee basis	Poverty Level < Family Income < 1976 State Median Income
Not Eligible for Public Child Support	Family Income > 1976 [illegible]e Median Income

In the Orlando SMSA served by the 4C program (Orange and Seminole Counties only), the current recipients distribution is as follows: 94.0% - Employed; 0.46% - Seeking or re-establishing employment; 5.5% - Training; .04% - Disabled.

There is an increase of 11.4% in the Title XX money allocations between 1977 and 1978 with a corresponding increase of 4.7% and 6.0% of children and families respectively over that same period. The average cost per child increased by 6.0% whereas by 2.0% per family. The average children/family ratio remained the same at 2.4. (Table 6).

A total of 93 contracting centers are in operation in the tri-county area for infants and pre-schoolers. They are classified as follows:

Private, Proprietary - Unincorporated	36 centers
Private, Proprietary - Incorporated	25 centers
Private, Non-profit - Unincorporated	17 centers
Private, Non-profit - Incorporated	15 centers

The license capacity of these centers accomodates a total number of 7,986 children under six years of age. The centers are distributed among the counties as follows:

County	No. (%)	Capacity
Orange	75.0%	78.1%
Osceola	4.0%	4.8%
Seminole	21.0%	17.1%

The center distribution by size of center is given below in terms of capacity and enrollment and is compared to the corresponding national figures. The largest capacity (26.0%) is associated with centers that accomodate 26 to 50 children. The same is true nationally. Centers with a capacity of 25 or less carry the highest enrollment (86.8%). Nationally, however, the most popular centers in terms of enrollment are still those with 26-50 children capacity with only 9.9% enrollment distribution for the Orlando SMSA. At the time of the survey, there was also no contracting for centers of size 51.75 and 76-100 children.

Center Distribution by Size of Center

Size	Orlando SMSA		USA	
	Capacity	Enrollment	Capacity	Enrollment
25 or less	6.4%	86.8%	20%	29%
26-50	26.0%	9.9%	42%	38%
51-75	20.4%	-----	18%	17%
76-100	14.0%	-----	10%	8%
101-150	15.0%	1.1%	7%	6%
151-200	16.1%	2.2%	2%	1%
More than 200	2.1%	-----	1%	Less than 1%

Group

The group refers to the samples selected out of the active and inactive populations of families with children under the age of six. The parents of those children are designated "primary recipients" by the 4C. A description of the salient characteristics of the primary recipients at the time of their enrollment is presented in this section. Such data about the group component of the model will allow program administrators to identify the clientele served and to determine what, if any, relationship exists between personal characteristics and successful labor market participation. The socio-economic characteristics of both active and inactive sampled groups of primary recipients at the time of their enrollment in the 4C program will be presented separately.

The Inactive Group

The inactive group surveyed consisted of 111 recipients, mostly females (99.1%) under 35 years of age (88.2%), black (63.1%) with a median family size of three (i.e. two children for mothers without husband present) and a mode ot two (representing one child for one-parent households. Only 15.3% of the recipients were married with spouse present while 81.0% were female heads of households. A high school educational level or better characterized the educational attainment of the sampled group. (Figure 3)

Upon enrollment, 29.7% of the recipients were unemployed. The group surveyed joined the 4C program mostly for employment purposes (83.8%) of which 15.3% were seeking employment. The eligibility status of the sample was determined by the 4C as income eligible (61.3%) and income maintenance (38.7%).

The sample interviewed was compared to the 4C universe on eight variables in table 7. There was a close relationship between the sample and the universe characteristics. There was no significant difference between the two groups relative to personal traits (sex, age, marital status

FIGURE 3 - Socio-economic Characteristics of the Sample at Enrollment

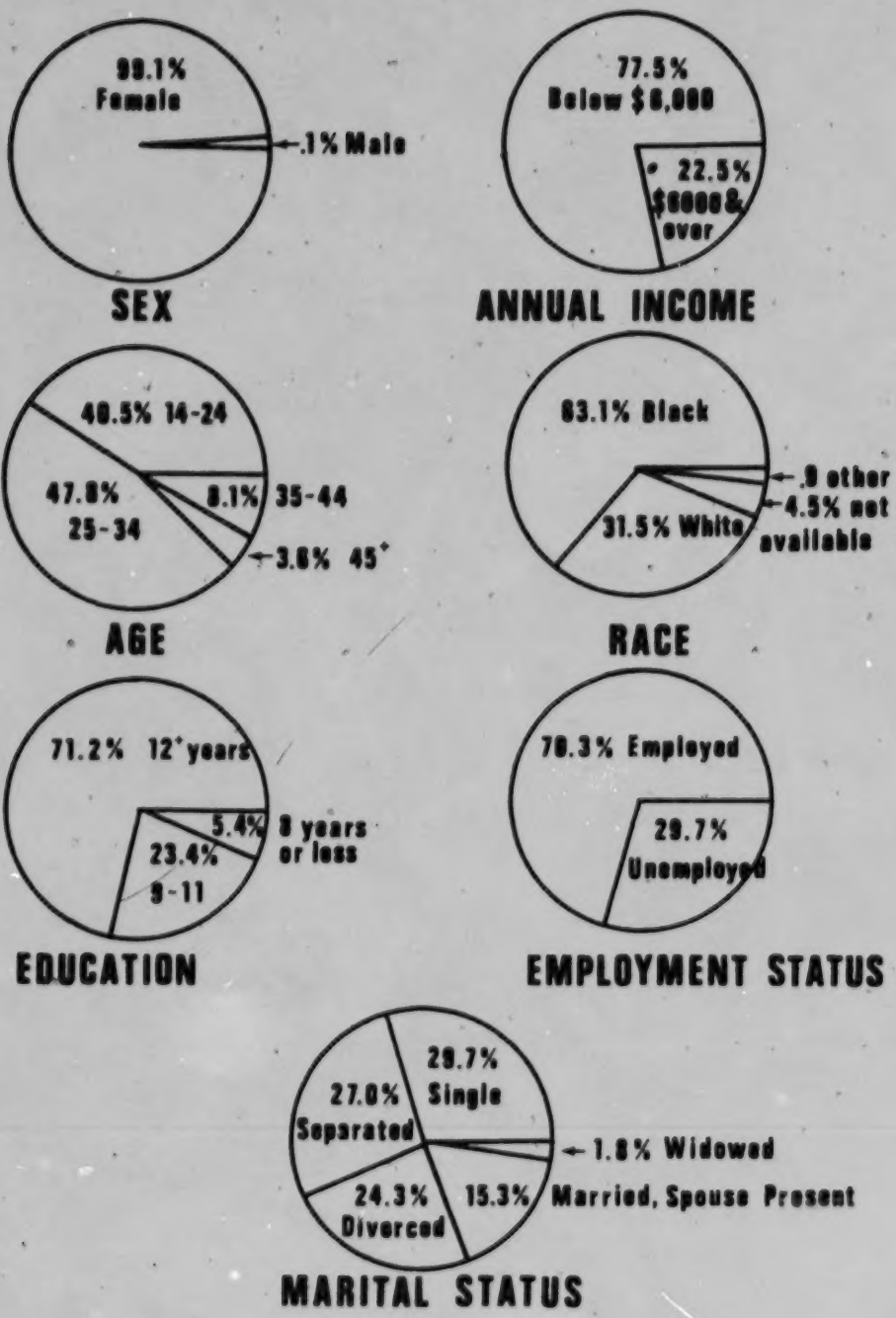


TABLE 7

COMPARISON OF THE SOCIOECONOMIC CHARACTERISTICS OF THE INACTIVE POPULATION AND SURVEYED SAMPLE AT ENROLLMENT[1]

	Population	Sample
Sex:		
Female	96.5%	99.1%
Male	3.5	.9
Race:		
White	42.2	31.5
Black	51.0	63.1
Other	3.3	.9
Marital Status:		
Single	27.2	29.7
Married, Spouse Present	23.5	15.3
Separated	24.7	27.0
Divorced	23.4	24.3
Widowed	.8	1.8
Employment Status:		
Employed	67.7	70.3
Unemployed	32.3	29.7
Eligibility Status:		
Eligible	66.0	61.3
Maintenance	34.0	38.7
Reason for Using 4C[2]:		
Employment	67.5	68.5
Seeking Employment	19.1	15.3
In Training	10.9	14.4
Unable to Care for Child	1.7	0.0
Age:		
14-34	89.5	88.2
35 and Over	9.8	11.7
Family Size:		
2-4 Members, Inclusive	81.6	80.1
5 or More	18.2	19.8
Mean	3.4	3.5
Median	3	3

[1]Some distributions may not add up to 100.0 percent due to lack of information or no response answers.

[2]Discrepancies in distribution of Employed may be due to those in work-training programs.

and family size). The inactive population, however, had a higher unemployment (32.3%) and a slightly lower income maintenance classification (34.0%). Chart 1 graphically portrays these data comparisons. The sample was indeed representative of the population. (Appendix IV)

The Active Group

The active group surveyed consisted of 130 recipients grouped as 36 ME's, 37 MM's, and 57 EE's. All primary recipients of the active group were females. Their personal characteristics showed them to be under 35 years of age (87.6%), mostly black (64.6%) with an average family size of three. Only 6.9% were married with husband present i.e. the majority of the sample were female heads of household. Slightly less than two thirds of the primary recipients had a high school degree or better. Their employment characteristics depicted an unemployment rate of 35.4% at enrollment. They basically, therefore, joined the 4C program for employment purposes (76.9%).

The sub-groupings' comparison in Table 8 showed the MM's to include relatively more black females (78.4%) compared to 63.8% for ME's and 56.1% for EE's. They also had the lowest educational level of 32.4% under 8th grade. Consequently, about 54.0% were unemployed at enrollment, yet 40.6% were in training. The ME sub-grouping showed the highest concentration of single parent female heads of household (71.4%) compared to 52.8% and 31.6% for the MM's and EE's, respectively. They were also the youngest sub-grouping with 88.6% under 30 years of age compared to 75.0% for MM's and only 65.0% for EE's. The EE's, as might be expected, were the best educated of the three sub-groupings with 72.0% of them holding a high school diploma or better. They also included the highest percentage of women over the age of 30 (35.0%). There was no basic difference among the subgroupings relative to family size.

CHART 1

COMPARISONS OF THE 4C INACTIVE POPULATION AND SURVEY SAMPLE

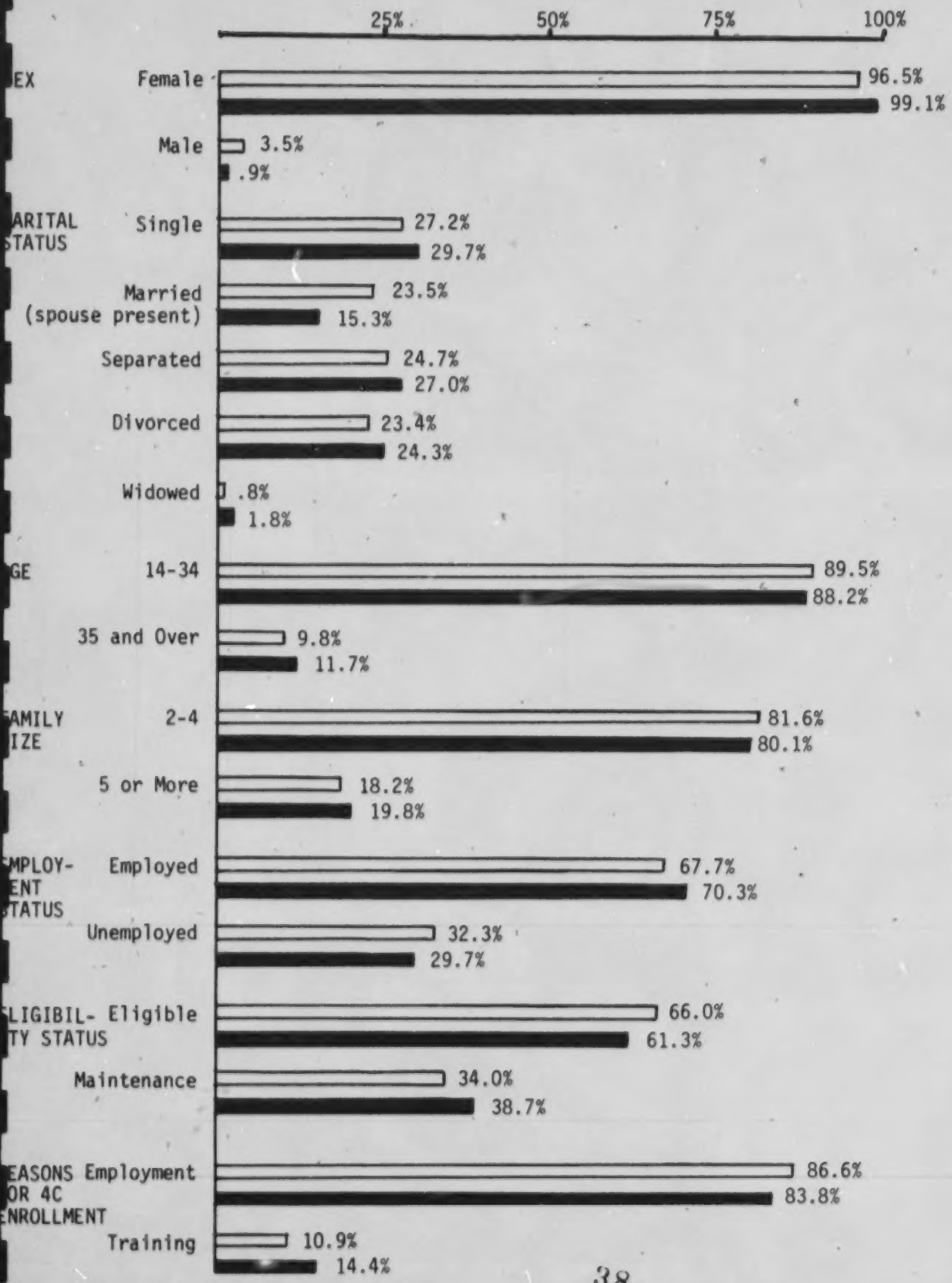


Table 9 described the active population. The sample was compared to the population along 5 variables. The sample did not include any male primary recipients. The active population, however, had a low male proportion of 2.6%. The sample was quite similar to the population in terms of race, marital status and size of household. The sample did exclude from consideration the incapacitated caretakers cases and consequently included more cases that specified training as their objective for joining the 4C program.

Socio-Economic Characteristics of the Active Sample

Characteristics	ME (N=36) (%)	MM (N=37) (%)	EE (N=57) (%)
Age			
Under 21	22.8	20.0	7.0
21 - 29	65.8	55.0	58.0
Over 30	11.4	25.0	35.0
Race			
White	33.3	18.9	43.9
Black	63.8	78.4	56.1
Other	2.7	2.7	----
Marital Status			
Single	71.4	52.8	31.6
Married	2.9	5.5	10.5
Separated	11.4	25.0	38.6
Divorced	14.3	16.7	15.8
Widowed	----	----	3.5
Family Size			
2 - 4	86.1	81.1	89.5
5 or more	13.9	18.9	10.5
Education			
8th grade	2.8	32.4	1.7
9 - 11 grade	37.2	19.0	26.3
12th grade and over	60.0	48.6	72.0
Employment Status			
Employed	63.9	46.0	77.2
Unemployed	36.1	54.0	10.5
Reason for Joining 4C Program			
Employment	75.0	59.4	89.5
Training	25.0	40.6	10.5

TABLE 9
Socio-Economic Characteristics
of the Active Population

Characteristics	ME (N=126) (%)	MM (N=165) (%)	EE (N=479) (%)
Sex			
Male	1.6	0.6	3.8
Female	98.4	99.4	96.2
Race			
White	23.0	26.0	43.0
Black	63.8	78.4	56.1
Other	1.6	----	2.5
Marital Status			
Single	59.5	55.2	30.9
Married	4.0	3.0	11.1
Separated	15.0	15.8	26.9
Divorced	20.7	24.8	29.9
Widowed	0.8	1.2	1.2
Size of Household			
2-4	86.5	83.6	86.2
5 or more	13.5	16.4	13.8
Reason for joining 4C			
Employment	92.9	72.2	93.3
Training	5.5	24.8	5.9
Other	1.6	3.0	.8

Task

The task element of the model refers to the interaction of the input (program resources) and the group (the primary recipients). Reporting and analysis of task statistics focuses on the program activities in terms of recruitment, length of enrollment, frequency of change in day care centers, reasons for dropping out of the program and change in eligibility status. In other words, task evaluation is primarily concerned with the manner and extent to which child care support services actually were delivered.

Inactive Group

Upon enrollment, the inactive population under study was classified as 66.0% eligible and 34.0% maintenance. The sample too, showed a similar distribution of 61.3% and 38.7%, respectively. At termination, only 9.0% had improved their status moving from M to E whereas 1.8% had worsened conditions from E to M and 89.2% reported no change (29.7% MM; 59.5% EE). Two-thirds of the inactive sample--as represented in table 10--had enrolled for 2 years or less in the 4C program. Approximately, half of M group enrolled for more than two years compared to 26.0% for the E group. Three-fourths of the sample had only one child enrolled in a day care center through the 4C program. Three-fourths of the primary recipients did not change day care centers throughout the period of their enrollment with a one time change for those who did. Overwhelmingly, the parents were satisfied with the centers (96.3%). Specifically, the quality of care was singled out as a significant factor (see table 11). The fees charged were considered affordable by the majority of the recipients (76.6%); only 12.6% found the fees paid too high. In fact, 4.5% dropped out of the 4C program because they could not pay the fees. Other reasons for dropping out related to care no longer needed (31.5%) and improvements in income, i.e., above the child care support level (29.7%). Other reasons mentioned were lack

TABLE 10

Length of Child Enrollment in 4C Program

Length of Enrollment (months)	Distribution (I)		
	Total (%)	M (%)	E (%)
6 months or less	28.8	21.4	33.3
6-11	11.7	7.1	14.5
12-17	21.6	19.0	23.2
18-23	2.7	4.8	1.4
24-36	20.7	33.3	13.0
36 or more	13.5	14.3	13.0

TABLE 11

Reasons for Satisfaction with Day Care Centers (I)

Reasons for Satisfaction	(%)
Cost	18.9
Location	9.9
Quality of Care	31.5
Other	2.7
All Equal	33.3
Not Satisfied	4.5

of transportation and change in parents' schedule, etc. Slightly more than one-fourth of the group had a continued need for child care after dropping from 4C. Around 57.8% stayed home or relied on a friend, relative, or sitter. The alternative arrangements costs ranged from $5 to $40 per week.

Active Group

Upon enrollemt--before January 1978--35.6% and 64.3% of the recipients were classified as M and E, respectively. Those who joined the program since January 1978 were classified as 23.5% (M) and 76.5% (E). After the January redetermination, those who had enrolled before 1978, showed an improvement rate of 43.3% i.e., a change of status from M to E and a negative rate of 8.7%, i.e., a change of status from E to M. (Chart 2)

During fiscal year 1978, the total eligibility classification of 25.0% M_S and 75.0% E_S. With the January enrollment of the same percentage distribution, the proportion of M in the active population dropped from 35.6% to 25.9% with an increase in the E classification from 64.3% to 71.1%. Chart 2 portrays the changes outlined above.

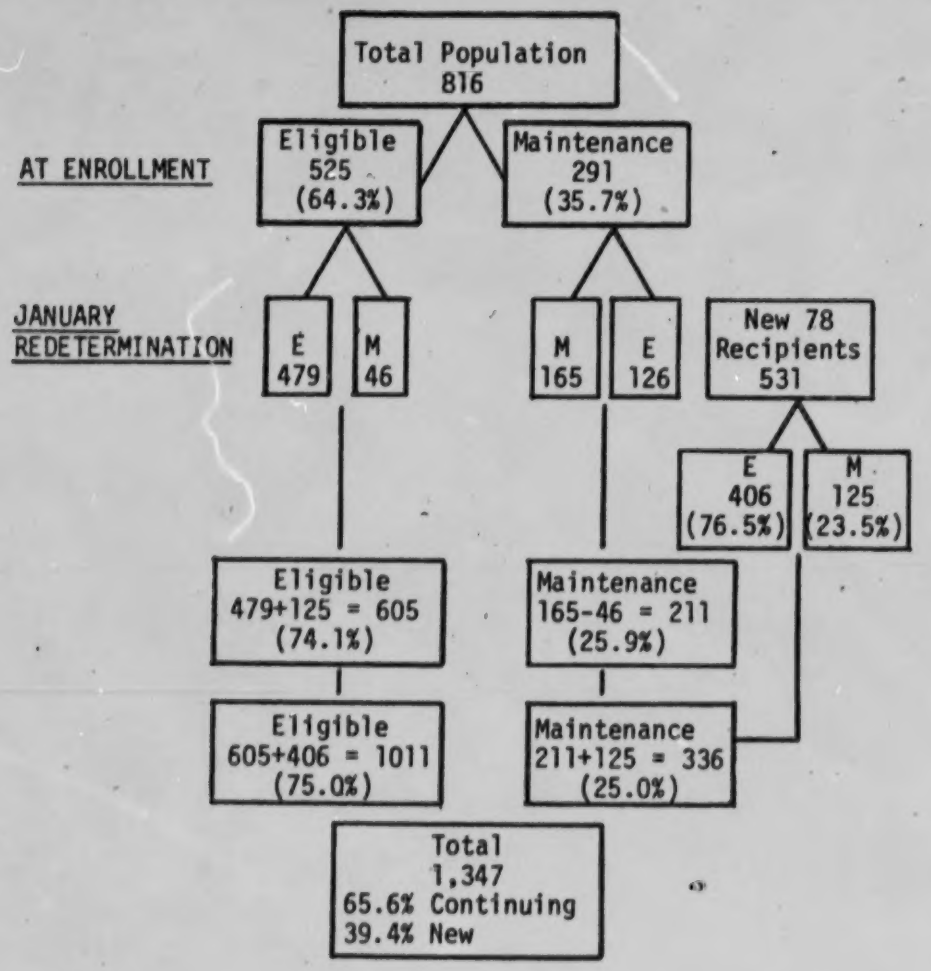
The majority of respondents participated in the 4C program on their own initiative. They enrolled in the program mostly through hearsay from acquaintances (38.3%) and this was true for all three sub-groupings. The child care centers represented the second source of information (28.6%). The 4C efforts to recruit in relation to this group were minimal. Only 10 individuals heard of the 4C through announcements. (Table 12)

Approximately half the sample enrolled for more than two years in the 4C program. This is particularly true for the ME_S (60.0%) and the MM_S (48.6%). Half of the EE_S, however, enrolled for a shorter period of one-to-two years (Table 13)

The participants were very satisfied with the centers that cared for their children. The quality of care (39.2%) was particularly appreciated by all groups. For the EE group, the cost factor was significantly important (46.3%).

CHART 2

ELIGIBILITY CLASSIFICATION OVER THE STUDY PERIOD



The frequency of day care changes was relatively high for the ME_S (68.6%). However, less than three-fourths of the other two sub-groupings and the sample as a whole did not experience any change. The fees charged were unanimously considered affordable by those who were paying them.

TABLE 12

HOW DID YOU KNOW ABOUT 4C? (A)

	ME %	MM %	EE %	Total %
Announcements	8.6	5.5	8.7	7.8
Child Care Centers	28.6	32.4	31.5	31.2
Acquaintances	40.0	35.5	38.5	38.3
Other	22.8	27.0	19.3	22.7

TABLE 13

LENGTH OF ENROLLMENT IN 4C PROGRAM (A)

Months	ME %	MM %	EE %	Total %
6 months or less	5.7	5.4	3.6	4.7
6-12 months	11.4	16.2	10.7	12.5
12-24 months	22.9	29.8	50.0	36.7
More than 24 months	60.0	48.6	35.7	46.1

Outcome

Outcome refers to the post-enrollment impact of the 4C program on participants. It is the net result of the interaction of the input, group and task elements of the EIGTO evaluation model. Outcome measures take the form of specific criteria that reflect the degree of success of both active and inactive enrollees in the labor market. The evaluation criteria applied to the 4C participants included: 1) employment experience (present status and stability), 2) earned income (pre- and post- enrollment), 3) AFDC payments, and 4) enrollee opinions on the significance of the 4C-sponsored child care support program. These performance criteria will apply to both inactive and active groups.

Employment Experience

One goal of providing publicly funded day care through Title XX is to enable recipients to find and maintain empolyment. Therefore, the study population is expected to show an increasing percent of people employed and for longer periods of time after receiving day care. The employment experience of participants before and after enrollment in the 4C program provides an indication of the impact of public child care support on the employability of the participant.

Inactive Group

Prior to their joining the 4C program, 57.7 percent of the primary recipients were employed and 21.6 percent were in training. According to the survey, a substantial improvement in the employability of participants occured after receiving child care support. At the time of the survey 79.3 percent of the recipients were employed representing a 37.4 percent increase in employment over the pre-enrollment status. Furthermore, approximately 7 out of 10 of those employed were working full-time.

The employment status of inactive recipients throughout the study period

can be summarized in the following three groupings:

1. Employed before and after 33.3%
2. Employed at some point in time 97.3%
3. No reported employment 2.7%

Table 14 Employment Status of Primary Recipients.[1] (I)

Status	Before Enrollment	After Enrollment	At time of Survey
Employed	57.7%	76.6%	79.3%
Seeking Employment	14.4	2.7	0.0
In Training	21.6	13.4	4.5
Not in Labor force	4.5	1.8	16.2

Table 15 Employment Stability of Primary Recipients.[1] (I)

Number of Jobs Held Since Enrollment	Percentage Distribution
0	2.7%
1	66.7
2	23.4
3	2.7
4	1.8

Table 16 Occupational Distribution of Most Recent Job (I)

Type of Job	Percentage Distribution
Clerical	21.0%
Service	61.0
Managerial	3.0
Technical	6.0
Operative	5.0
Agriculture	4.0

[1] Percentages may not add up to 100.0 due to no response.

It is worth noting that the recipients of the first grouping were still employed in the same job at the time of the survey. Their occupational distribution appeared as follows: clerical (67.6%), service (18.9%) and managerial (13.5%). (See Table 14 and Chart 3)

The survey indicated that employability is a function of the length of enrollment. An enrollment of 24-36 months was positively correlated to an employment gain of 122.5% over the study period. All those who were enrolled 18-23 months, however, were employed throughout the study period i.e. both before and after receipt of child care support. In this case, child care support followed rather than preceded employment. An enrollment of less than two years showed an employment gain of about 20.0%. (see Table 14.)

The number of jobs held by a participant since child care support is a direct measure of employment stability. For the purposes of this study, employment stability was defined as holding a single job since enrollment in the 4C program. About 66.7% of the recipients held one job while almost one-fourth changed jobs one time and only 4.5 percent held three to four jobs during the study period. (See Table 15)

The occupational distribution of the recipients' most recent job showed a concentration in service (61.0 percent) followed by clerical (21.0 percent) positions. As it is expected, only 3.0% held managerial jobs. (See Table 16).

CHART 3

PRE- AND POST-EMPLOYMENT RATE OF PRIMARY RECIPIENTS (I)

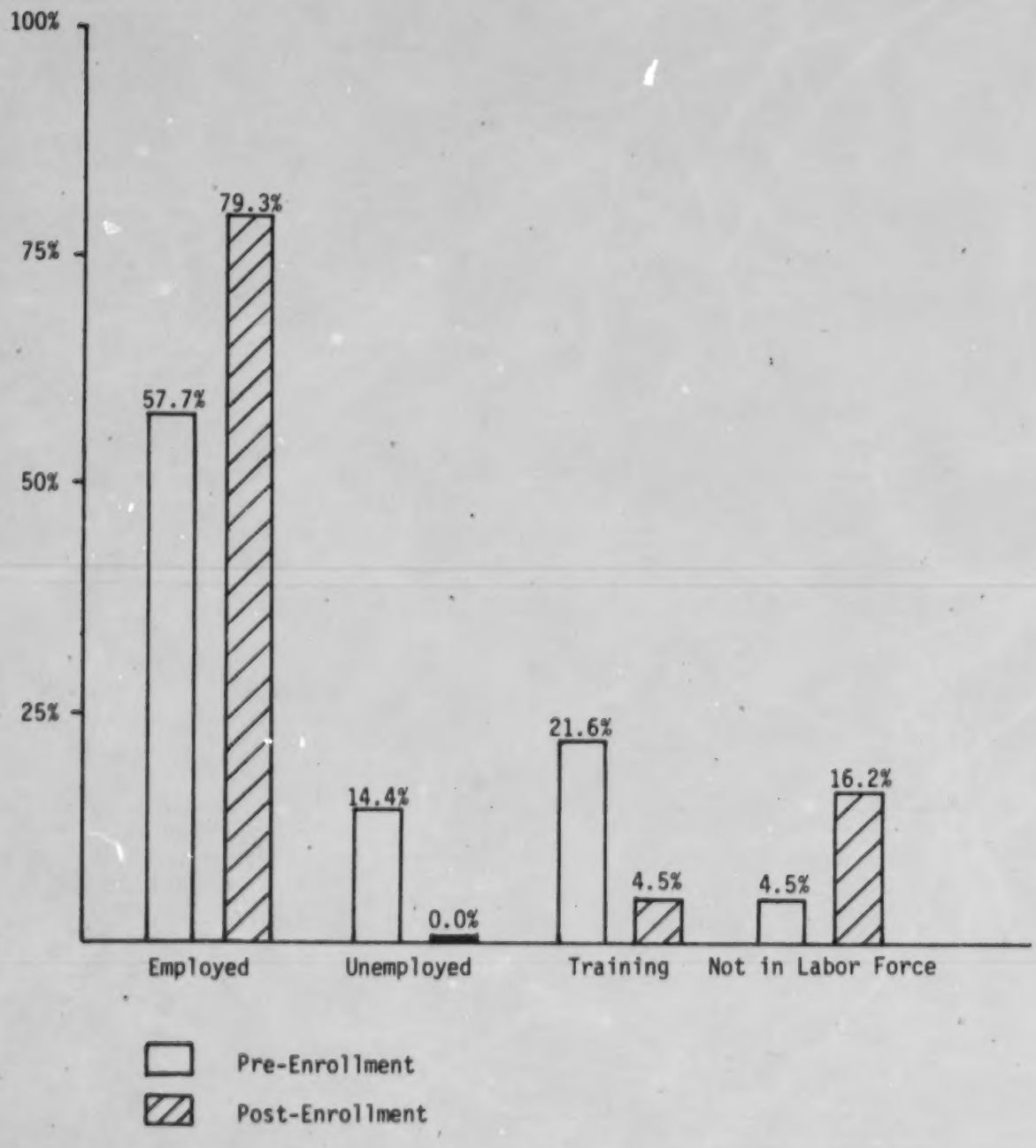


TABLE 17

EMPLOYMENT STATUS BEFORE ENROLLMENT AND AT THE TIME OF THE SURVEY BY LENGTH OF ENROLLMENT

Length of Enrollment (in Months)	Before Enrollment		At Time of the Survey	
	Employed	Unemployed	Employed	Not in Labor Force
6 or Less	59.4%	15.6%	71.9%	25.0%
7-11	76.9	7.7	92.3	7.7
12-17	62.5	16.7	79.2	20.8
18-23	100.0	0.0	100.0	0.0
24-36	39.1	21.7	87.0	13.0
Over 36	53.3	0.0	66.7	33.3

Active Group

The employment status was defined on the basis of working and not working during pre- and post-enrollment periods. Table 18 summarized this information. Approximately one-third of the sample was unemployed before joining the 4C program. The MM group had the highest unemployment rate of 54.0%, followed by 36.1% and 23.2% for ME and EE groups, respectively. About 5.5% of the sample who did not work in either period distributed as 10.8% for ME and EE groups respectively. Significant gains in employment occurred for those not working prior to enrollment. These gains in employment were particularly evident with EE (84.6%) followed by 76.9% for ME's and 65.0% for MM's.

Less than two-thirds of the active sample were employed both before and after enrollment. This was particularly of the EE classification (78.6%). Only 1.5% of the sample were worse off after enrollment as they were reported working before enrollment and jobless after (2ME cases).

At the time of the survey, 75.8% of the sample was employed as given in table 19. Both the EE and ME groups showed a high employment of 89.3% and 85.7%, respectively compared to 72.7% for the MM group. The pre-enrollment rates from table 18 were 63.9% (ME), 46.0% (MM), 76.8% (EE). The MM group showed a higher incidence of part-time employment (37.5%) compared to the EE (16.0%) and ME (13.3%), groups. Chart 4 portrayed the pre- and post- enrollment employment status. It was worth noting that the MM group showed the highest improvement rate from a pre-enrollment figure of 46.0% to a post- enrollment figure of 72.7%.

Employment stability was also examined and defined by the number of jobs held since joining the 4C program. This information was summarized in table 20. The employment stability computations, excluding the unemployed showed - as expected - a higher figure for the EE group (75.9%) compared to only 55.1% and 52.9% for MM and ME, respectively. These figures refer to holding one job.

Table 18

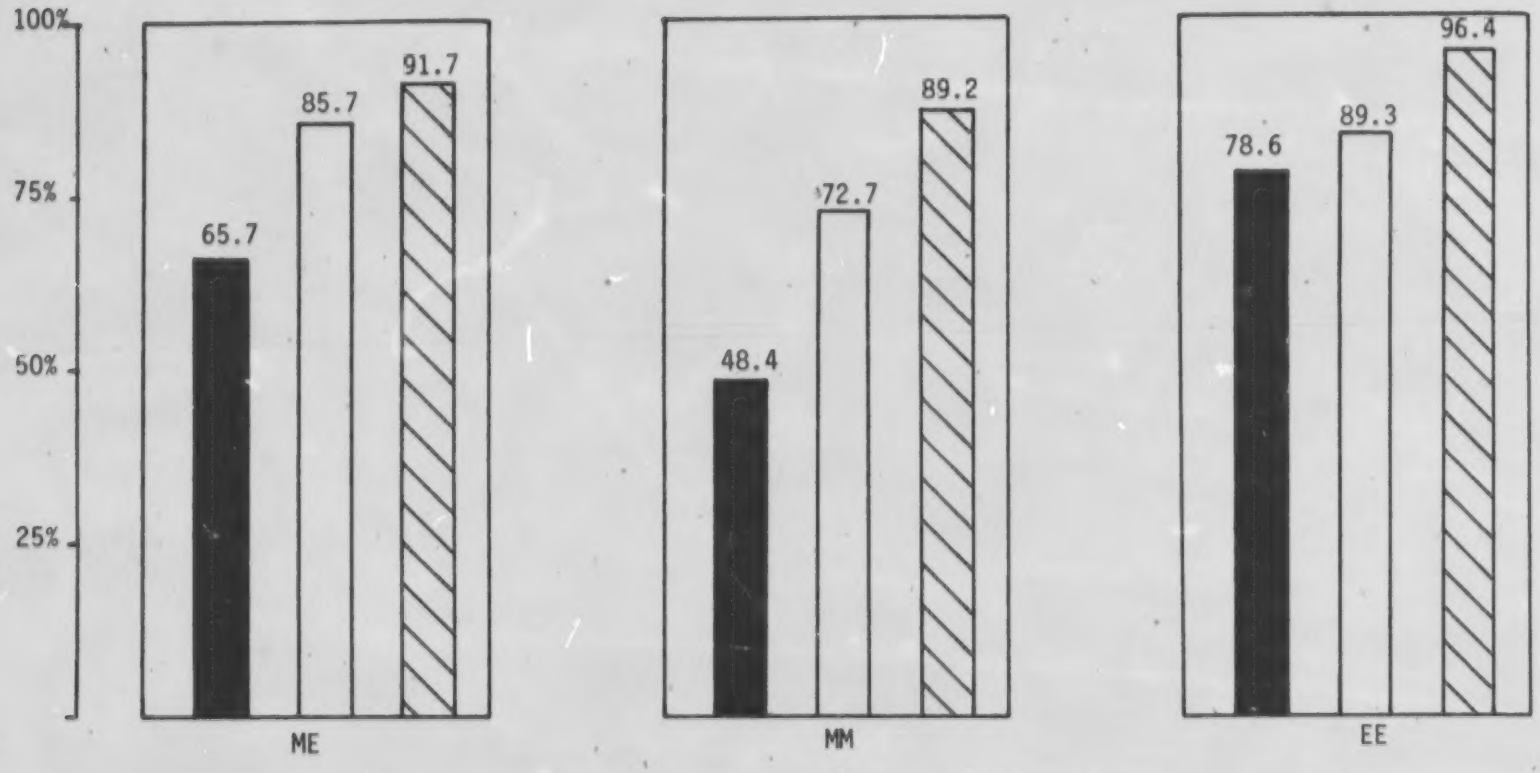
Employment Status of Sample (Pre-Post Enrollment)

	Total	ME	MM	EE
Employed Pre-Enrollment	63.3%	63.9%	46.0%	76.8%
* Employed Both Pre, Post Enrollment	62.8	58.3	46.0	76.8
* Unemployed Post-Enrollment	1.5	5.6	---	----
Unemployed Pre-Enrollment	35.6	36.1	54.0	23.2
* Employed Post-Enrollment	26.4	27.8	35.1**	19.6
* Unemployed Post-Enrollment	7.0	8.3	10.8	3.6
Employed Post-Enrollment	93.0	91.7	89.2	96.4
* Employed both Pre and Post Enrollment	63.6	58.3	46.0	78.6
* Employed Post Enrollment Only	29.4	33.4	43.2	17.9
Unemployed Post-Enrollment	7.0	8.3	10.8	3.6
* Employed Pre-Enrollment Only	1.5	5.6	----	-----
* Employed Neither Pre- nor Post Enrollment	5.5	2.7	10.8	3.6

** No responses in this grouping

CHART 4

Pre- and Post Enrollment
Employment Rate (A)



Employment status and length of enrollment were significantly related. At the time of the survey, higher employment figures were associated with an enrollment period from one to two years. Both ME and EE groups showed approximately a 45.0% employment distribution compared to a 30.3% for the MM group over a 13-24 months period (Table 21).

The occupational distribution of the active group for the most recent job showed a concentration in services mostly for the ME and MM group (around 70.0%) and only 43.4% for the EE group, followed by clerical work with 28.3%, 17.3% and 16.0% for EE, ME and MM groups, respectively. The occupational distribution of the EE group also covered crafts and kindred (11.3%) and operatives (9.4%).

TABLE 19
Employment Status at Time of Survey

	ME	MM	EE	Total
Employed	85.7	72.7	89.3	75.8
Unemployed	14.3	27.3	10.7	24.2

TABLE 20
Number of Jobs Held Since Enrollment

#	ME	MM	EE
0	8.6	12.1	3.6
1	51.4	48.5	73.2
2	31.4	30.3	19.6
3	5.7	6.1	1.8
4	2.9	----	1.8
5	----	3.0	----

TABLE 21
Employment Status By Length of Enrollment at Time of Survey (A)

	ME		MM		EE	
Months	E	Un-E	E	Un-E	E	Un-E
Less than 6	14.7	---	12.1	---	1.8	---
6 - 12	17.6	5.9	18.2	6.1	7.3	3.6
13 - 24	44.1	5.9	30.3	12.1	45.5	5.5
Greater than 24	5.9	5.9	12.1	9.1	34.5	1.8

Pre-and Post-Earned Income

A working mother's level of compensation is a complex measure of her success on the job. It may be influenced by anumber of factors such as the length of employment, level of skill required and economic conditions. It is a measure of successful employment and relates directly to the goal of self-support and reduction in dependency.

The income information was provided on an annual basis for the participants. A pre and post-enrollment comparison was made to trace changes in income level, if any, and to identify relevant reasons.

Inactive Group

The mean earned income steadily increased from $2,255 at pre-enrollment to $2,983 one year after receiving 4C assistance to $4,899 at the time of the survey depicting an increase of 116.8% over the study period. The pre-enrollment level of income of the majority of the participants (85.5%) was classified below the poverty level. Only 50.5% of those surveyed in August 1978 reported earned income figures below poverty. Increases in income were reported for 70.3% of those surveyed. The remainder, however, experienced either no change (13.5%) or even a drop in their income level (16.2%). The latter group had moved to lower-paying jobs. On the other hand, promotion (29.2%), better paying jobs (20.8), regular pay increases (23.6%), the acquisition of more skills after training completion (11.1%), or the change from part-time to full-time employment (5.6%) were attributed to pay again. Only 9.7% reported increases in husbands' income showing that the pay gains were basically employment-related. This is even more so evident

in relation to those with $0 income. The analysis of the earned income trends showed a steady progress towards realized earnings. No income was reported for 54.0% of the sample before enrollment. That figure dropped to 39.7% a year later and to 27.1% at the time of the survey. It appears that the returns of the child care support are more tangible after a certain period of time. It is interesting to note that the length of enrollment was not a significant factor concerning those who reported no income at the time of the survey. For those with reported earnings, however, enrollment beyond three years showed diminishing returns as 81.1% earned less than $6000 compared to 30.8% for an enrollment of 7 to 11 months. Improvements in pay as a function of time were noticeable up to a three-year period. We can, therefore, maintain that the direct impact of the child care investment in relation to earned income can be effected shortly after enrollment. (Tables 22, 23; Charts 5, 6)

Table 22

Pre- and Post Enrollment
Annual Earned Income

Annual Earned Income	Pre-Enrollment	Post Enrollment	
		After 1 year	At time of survey
Less than $3000	9.9	10.8	5.4
$3000 - $5999	23.5	36.0	22.5
$6000 - $9999	12.6	9.9	37.8
$10,000 and over	0.9	3.6	7.2
Median	$2255	$2983	$4889

Table 23

Distribution of Earned Income
By Length of Enrollment

Annual Earned Income	Length of Enrollment (months)				
	Less than 6	6 -11	12-23	24-36	greater than 36
Less than $3000	40.6	7.7	26.0	26.2	53.4
$3000 - $5999	12.5	23.1	29.6	26.0	26.7
$6000 - $9999	34.4	67.2	37.0	39.1	19.9
$10,000 and greater	12.5	0.0	7.4	8.7	0.0

CHART 5
Reported Changes in Earned Income Throughout the Study Period (I)

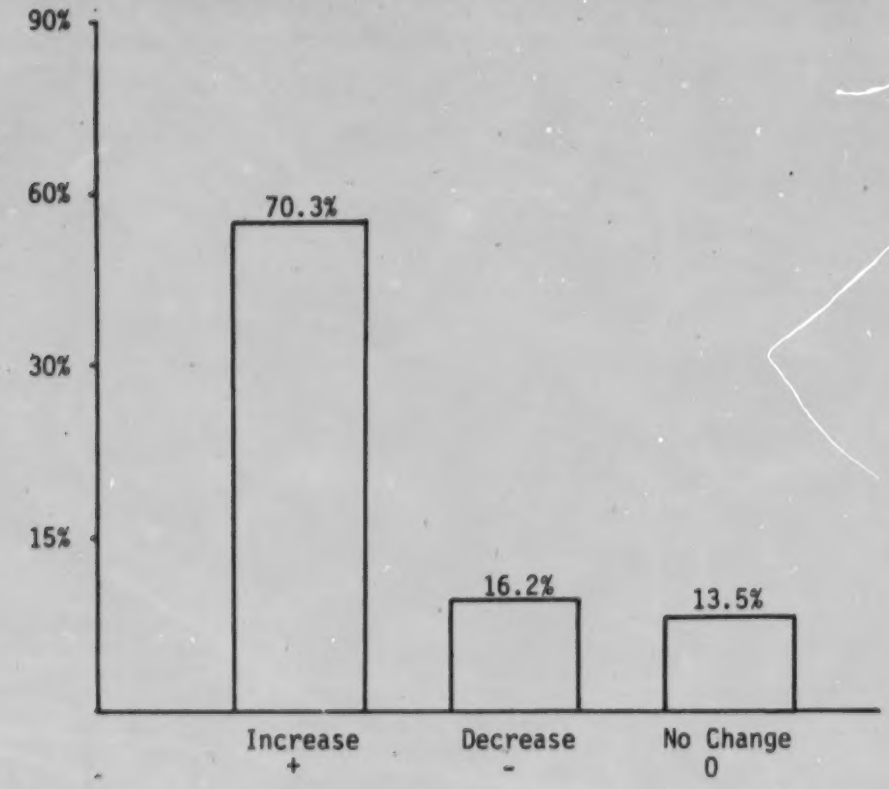
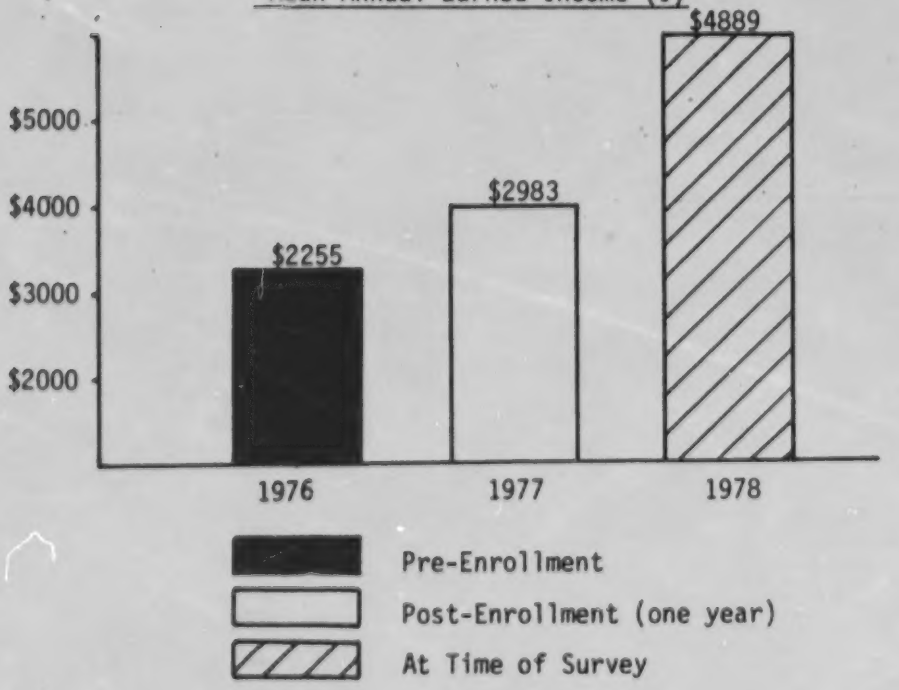


CHART 6
Mean Annual Earned Income (I)



At pre-enrollment 42.6% of the active sample had $0 earnings. At the time of the survey, however, that percentage was only 11.3, i.e. 73.4% improvement. The largest gain was apparent with ME group with a drop from $51.5% to 6.1%. The latter covered two still in school cases. The MM group, also experienced an improvement from 58.6% to 24.1% which pointing out at gradual workfare for AFDC recipients. Also, at the time of the survey, the bulk of income earned was concentrated in the $3,000 to $5,999 range. This was particularly true of the ME (57.6%) and MM (41.4%) compared to only one-fourth before enrollment. Yet, still 31.0% of the MM group was earning less than $3,000. It is also worth pointing out at 17.3% of the active sample whose earned income rose to the $6,000-$9,999 bracket, distributed as 24.2% ME; 3.5% MM; 20.7% EE. At pre-enrollment, only 9.4% of the EE group was at that level. It appears that the MM group improvement is definite, yet much slower than the other two subgroupings. At pre-enrollment, both ME and MM groups showed a median income of $0. At the time of the survey, the median income was found to be $4,944 and $2,832, respectively. The EE group experienced a 32.5% improvement in median income, i.e., from $3,840 to $5,088 during the study period. (Table 24)

Increases in income were reported for about two-thirds of the EE (77.1%) and ME (71.4%) groups and for 30.3% of the MM group. Yet, two-fifths of the MM group (39.4%) maintained the same income throughout, whereas 21.4% of the EE_S and 14.3% of the MES were in that same classification. The remainder showed a drop in their income due to their holding different low paying jobs or part-time work only. Increases in income were basically attributed to employment (34.1%) regular raises (30.6%), better paying jobs (12.94%) and more skills as a result of training (11.76%). It is interesting to note that finding a job represented 55.6% of the MM group income increases, higher than EE (37.5%) and ME (18.5%) group.

TABLE 24
Pre- and Post- Enrollment Annual
Earned Income

Annual Earned Income	ME		MM		EE	
	Pre-	Post	Pre-	Post	Pre-	Post
0	51.5	6.1	58.6	24.1	28.2	7.55
L.T. $3000	27.3	12.1	20.7	31.0	9.4	5.66
$3000-$5999	21.2	57.6	20.7	41.4	51.0	66.0
$6000-$9999		24.2		3.5	9.4	20.7
MEDIAN	$0	$4944	$0	$2832	$3840	$5088

Gains in earned income are tangible the longer the enrollment for all subgroupings. This was particularly evident with ME_S as 21.8% had a reported annual income in the $6000-$9999 bracket. Yet, 16.0% of the EE_S were earning that much for a shorter enrollment of 12 to 23 months. Even 3.5% of the MM_S reached that level of income for a longer than 2 years enrollment: Table 25 summarized this information. Child care support definitely pays beyond a two-year enrollment. For the investment to be worthwhile, the support should be sustained over such a period of time.

TABLE 25
Annual Earned Income Distribution
By Length of Enrollment

Annual Earned Income	Length of Enrollment											
	L. T. 6			6 - 11			12 - 23			G. T. 24		
	ME	MM	EE	ME	MM	EE	ME	MM	EE	ME	MM	EE
0	3.1	3.5	--	--	6.9	1.9	3.1	3.5	3.7	--	10.3	1.9
L.T. $3000	--	--	--	9.38	3.5	--	3.1	6.9	1.9	--	20.7	3.7
$3000-$5999	3.1	3.5	1.9	3.1	3.5	9.4	6.25	13.8	32.9	43.7	20.7	24.5
$6000-$9999	--	--	--	--	--	--	3.1	--	16.0	21.8	3.5	3.7

AFDC Payments

The employment of AFDC recipients is a major objective to reduce AFDC payments, welfare and dependency. AFDC recipients receive free Title XX day care support. An increase in earned income along with a reduction of AFDC payments would reflect positive program effects.

Inactive Group

At the time of enrollment 38.7% of the sample were classified as income maintenance. At termination, that status covered 31.5% of the group. At the time of the survey, however, only 4.5% of the participants were still receiving AFDC payments. Total AFDC payments to primary recipients surveyed were reduced from $39,960 before enrollment to $22,092 at the time of the survey (44.7% drop). The average length of time of AFDC benefits received was one year (See Table 26). Closing of AFDC cases was attributed to employment (68.6%) and increases in earned income (20.8%) for those already working. Improvements in welfare status were noted as a function of time. The longer the enrollment, the higher the incidence of AFDC termination. The two factors are significantly related (See Table 27).

The profile of success cases is given in table 1 in Appendix V. Success cases include two groups : those recipients who were receiving AFDC benefits at enrollment and terminated such support by the time of the survey; and those recipients who never received AFDC during the study period. Being economically disadvantaged, the latter group had the potential to become AFDC recipients, and child care support helped it to remain active in the labor force in favor of welfare.

Table 26

Duration of AFDC Benefits Receipts

Months	%
Less than 12	39.4
12 - 24	27.3
25 - 36	9.1
More than 36	24.2
Mean	24 months

Table 27

Distribution of Non-AFDC Recipients
By Length of Enrollment at the Time of the Survey

Length of Enrollment	%
Less than 6	84.4
6 - 11	84.6
12 - 17	95.8
18 - 23	66.7
24 - 36	87.0
36 and over	93.3

Upon enrollment, 56.6% of the sample were classified as income maintenance because they were AFDC recipients. Based on the January 1978 redetermination, only 28.7% were still on welfare, i.e., 49.3% of maintenance closed their AFDC cases. Moreover, the interviews revealed that approximately 30.0% of the MM cases were off AFDC.

Table 28 showed a somewhat similar distribution of annual AFDC payments. At the time of the survey, the ME_S were off welfare and the MM_S had shown a more favorable distribution with 24.0% receiving less than $1000.

Approximately two-thirds of the MM_S had been receiving AFDC payments for more than two years compared to two-fifths of the ME group. (Table 29)

The socio-economic characteristics of the ME group- as presented in Table 8 under the "Group" section--revealed them to be mostly black (63.8%), between the ages of 21-29 (65.8%), single (71.4%), with a 12th grade education or better (60.0%), and a family size of 2-4 members. Such profile of success cases could be used as a guideline for program administrators in their selection of prospective candidates.

TABLE 28
Distribution of AFDC Recipients
by Annual Amount of AFDC Payments (A)

Annual Amount	Before Enrollment		At the time of Survey
	ME	MM	MM
L.T. $1000	22.2	9.7	24.0
$1000-$1999	66.7	74.2	68.0
$2000-$2999	7.4	9.7	8.0
$3000 and over	3.7	6.4	----
Total AFDC Payments	$40,076	$53,352	$36,828

TABLE 29
Distribution of AFDC Recipients
by Length of Time of AFDC Receipts (A)

Months	ME	MM
12 or less	33.3%	14.7%
13-24	36.7%	23.5%
25-36	3.3%	26.5%
37 or more	26.7%	35.3%

Participants' Opinions on Enrollment Experience in the 4C Program

Participants perceptions of thier child support experience through the 4C Program provide first-hand information feedback to program administrators. Such input might reveal underlying realistic problems of significance for program implementation.

Inactive Group

The general indication was one of basic necessity. The primary recipients surveyed were very dependent on 4C support to achieve their labor market goals. In rating their dependence on 4C assistance, 71.2 percent of the inactive sample maintained it would have been "very difficult" to engage in employment or training without such support. Only 8.1 percent thought it "not difficult" to carry on their labor market involvement, whereas 20.7 percent perceived it as "somewhat difficult."

Active Group

The active group was very definite about child care support. When asked "how difficult would it be for you to continue work/training if your children could not continue under the 4C program", 89.3 percent of the total sample and EE_S considered it to be "very difficult." This was particularly true of the ME_S (94.0%) and less so for the MM_S (84.8%). Only 4.17% of the sample believed it to be "not difficult. (Table 30). It is interesting to note that the MM_S who receive "free" child care assistance and AFDC payments were relatively less committed than the eligible participants in their response to this question. By the same token, about two-fifths of the maintenance and eligible participants would uphold their labor market activities. But only one-third of the ME_S would follow that same course

of action. They would rather make other arrangements to continue work/training (47.1%) compared to 34.4% and 26.8% for MM_S and EE_S respectively. Less than 5.0% of the sample would drop to part-time employment and 22.1% did not know of alternative arrangements (Table 31). It is believed that the following comment sums it all:

"Had it not been for the 4C program our lives would be even more of an uphill struggle. Most of the centers are more reliable than individual arrangements. Hopefully, next year this time I will be able to get off the program so someone else that needs it can enroll. Maybe I will be able to give a nice donation monthly or yearly. It has been a life saver. Please keep it operating!"

This comment comes from a typical participant, i.e., black female under 35 years of age, divorced, with a family size of three and holding a high school diploma. At the time of the survey, she was enrolled for less than two years. She found employment during the first six months after child enrollment. She works as a teacher's aid on a full-time basis. She experienced a 58.8 percent income gain during the study period. She was classified as income eligible upon enrollment and was still in that category at the time of the survey. Being economically disadvantaged, she has the potential to become an AFDC recipient, and without child care support, may have left the labor force in favor of income maintenance programs.

TABLE 30
Personal Perceptions of the 4C Support (A)

	ME	MM	EE
Very difficult	94.0	84.8	89.1
Somewhat difficult	3.0	9.1	7.3
Not difficult	3.0	6.1	3.6

TABLE 31
Alternative Arrangements
without 4C support (A)

	ME	MM	EE
Quit	32.2	40.6	41.1
Cutdown hours	2.9	---	8.9
Make other arrangements	47.1	34.4	26.8
Don't know	17.7	25.0	23.2

Conclusions

This study analyzed current (active) and former (inactive) recipients of child care assistance under Title XX in the Orlando SMSA during the period 1976-1978. The EIGTO evaluation model was applied and the analysis of the determinants revealed interesting conclusions.

The 4C philosophy is to extend child care support service to those low-income families that are taking the initiative to improve their economic status. In light of this philosophy and due to the increased competition over child care slots only applicants who are already working or in training leading to a definite employment are considered. It is believed that child care support is a greater necessity to those already employed. Moreover, both working eligible (E) and maintenance (M) candidates are equally treated as slots are filled on a first-come, first-serve basis.

In the framework of this background information and the above evaluation, the study showed child care support recipients get off income maintenance programs and after their exit from the program, they do not drop from the labor market and return to welfare. A 43.0% improvement rate was calculated in the "Task" section, representing a change of status from classification M (maintenance) to E (eligible). A significant improvement in earned income was also recorded which exceeded the wage trends in the Orlando SMSA for the period under study as presented in the "Environment" section. The economic status of the recipients have drastically improved. The 4C program had positive input on employment, earned income and welfare reduction. The overall impact of child care support on the labor market situation of the recipients is rewarding.

APPENDIX I

QUESTIONNAIRES AND COVERLETTERS

FLORIDA TECHNOLOGICAL UNIVERSITY
BOX 25000 ORLANDO, FLORIDA 32816

COLLEGE OF BUSINESS ADMINISTRATION
Department of Economics and Finance

Dear Parent:

You have enrolled your child(ren) in a child care center in the Orlando area through the 4C Program. We are conducting a study for the 4C to find out how you evaluate this child care arrangement.

Within the next week or so we will telephone you and ask you questions about your experience. The questions will be similar to those in the enclosed questionnaire. Therefore, you may want to look them over before we actually call you.

All your answers will be confidential and your response will not be linked to your name in any way.

We would appreciate your cooperation.

Sincerely,

D. Hosni

D. A. Hosni, Ph.D.
Assistant Professor

An Equal Opportunity / Affirmative Action Employer

For each question, please circle one number of the most appropriate response. Please specify your answer if so indicated.

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PERSONAL CHARACTERISTICS

Give the personal characteristics of the mother in questions 1 and 2 ONLY if the primary recipient of child care support at the 4C is the father.

1. AGE OF MOTHER
   1. 14-24
   2. 25-34
   3. 35-44
   4. Over 45

2. RACE
   1. White
   2. Black
   3. Spanish American
   4. Other (specify)_____

3. MARITAL STATUS OF PRIMARY RECIPIENT
   1. Single
   2. Married
   3. Separated
   4. Divorced
   5. Widowed

4. EDUCATIONAL LEVEL

	Mother	(Father)
8th grade or less	1	1
9-11 grade	2	2
12th grade or over	3	3

5. NUMBER OF PERSONS IN FAMILY AND RELATIONSHIP:

Relationship	Number
1. Spouse	
2. Children	
3. Grandparents	
4. Sister-Brother	
5. Other (specify)_____	TOTAL:_____

6. NAMES - AGES OF CHILDREN LIVING AT HOME (STARTING WITH YOUNGEST AND INDICATING BY AN ASTERISK (*) THOSE WHO RECEIVED CHILD CARE)

Name	Age
1.	
2.	
3.	
4.	
5.	

4C PROGRAM SERVICE

7. WHAT WAS THE REASON FOR DAY CARE NEED:
   1. Labor market reasons (employment, training, school)
   2. Personal reasons (physically unable to care for children)
   3. Other (specify)_____

8. PLEASE DETERMINE THE LENGTH OF CHILD ENROLLMENT PERIOD SINCE YOU SIGNED UP WITH 4C?
   1. 6 months or less
   2. 6-11 months
   3. 12-17 months
   4. 18-23 months
   5. 24-36 months
   6. 36 months and more
   7. No response

9. WERE YOU SATISFIED/DISSATISFIED WITH THE CHILD CARE CENTER USED AND WHY?

a. Satisfied	b. Dissatisfied	
1. ( )	1. ( )	Cost
2. ( )	2. ( )	Location
3. ( )	3. ( )	Quality of Care
4. ( )	4. ( )	Other (specify)_____

10. IF YOU DID CHANGE DAY CARE CENTERS DURING CHILD ENROLLMENT, PLEASE INDICATE THE NUMBER OF TIMES: _____

11. WHY DID YOU DROP OUT OF THE 4C PROGRAM?
    1. Child care no longer needed
    2. Ineligible for service (above minimum income)
    3. Full AFDC recipient with no employment
    4. Cannot pay fee for service
    5. Change in caretaker schedule
    6. Transportation
    7. Other (specify)_____

12. WERE/ARE THERE OTHER CHILDREN IN THE SAME FAMILY THAT STILL NEEDED CARE?
    1. Yes (GO TO 13) 2. No (GO TO 14)

13. HAVE YOU MADE ALTERNATIVE CHILD CARE ARRANGEMENTS AND AT WHAT WEEKLY COST?

	Cost
1. Friend, relative or sitter	
2. Parent stay home	
3. Non-publicly supported day care center	
4. Other (specify)_____	

LABOR MARKET INFORMATION

14. WHAT WAS YOUR LABOR MARKET STATUS BEFORE AND AFTER ENROLLING YOUR CHILD/REN THROUGH 4C?

    A. Before
    1. Employed
    2. Looking for work
    3. Planning to join a training program
    4. In training
    5. Other (specify)_____

    B. After (a. within first year b. after one year)
    1. Employed
    2. Found a job
    3. Enrolled in a training program
    4. Completed training
    5. Did not enroll in a training program Reason_____
    6. Did not complete training Reason_____
    7. Other (specify)_____

15. ARE YOU PRESENTLY EMPLOYED? 1. Yes (GO TO 16) 2. No (GO TO 17)

16. 1. Full time
    2. Part time (Reason_____)
    (GO TO 18)

17. WHY ARE YOU PRESENTLY UNEMPLOYED?
    1. Could not find a job
    2. Layed off
    3. Fired
    4. Personal (illness, pregnancy)
    5. Other (specify)_____

18. IF MARRIED, IS YOUR SPOUSE WORKING? 1. Yes 2. No

19. HAVE YOU HELD ANY JOB SINCE YOU ENROLLED YOUR CHILD/REN?
    1. Yes (GO TO 20) 1. No (GO TO 21)

20. LIST IN ORDER THE JOB(S) HELD SINCE ENROLLMENT.

	Job Title	Length of Employment	Weekly Gross Income	Reason For Leaving
1.				
2.				
3.				
4.				
5.				

21. IF AFDC RECIPIENT, specify:
    1. a. Former b. Current
    2. Reason for receiving AFDC: _____
    3. Length of time receiving AFDC: _____
    4. Reason for closing AFDC: _____

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22. CAN YOU TRACE YOUR GROSS INCOME LEVELS (ANNUAL FIGURE) BROKEN DOWN AS EARNED INCOME AND AFDC INCOME (IF RELEVANT)?

A. Before child enrollment	1. Earned income $		2. AFDC: $	
B. After child enrollment				
a. First Year	1. Earned income $		2. AFDC: $	
b. At present	1. Earned income $		2. AFDC: $	

23. IF YOU EXPERIENCED ANY INCOME CHANGE, IDENTIFY THE REASONS THAT COULD BE ATTRIBUTED TO INCREASE OR DECREASE.
    0. No change
    1. Increase
        1. Promotion
        2. Better paying job
        3. Part time to full time
        4. More skills acquired
        5. Other (specify)_____
    2. Decrease
        1. Loss of job
        2. Different, low paying job
        3. Dropped to part time
        4. Lack of skills
        5. Other (specify)_____

24. HOW DIFFICULT WOULD IT HAVE BEEN FOR YOU TO PURSUE YOUR LABOR MARKET OBJECTIVE IF YOU DID NOT HAVE THE 4C ASSISTANCE?
    1. Very difficult 2. Somewhat difficult 3. Not difficult

25. HOW DID YOU FEEL ABOUT PAYING THE ASSESSED FEE?
    1. Too high 3. Too low 5. Suggested Fee _____
    2. Affordable 4. Other (specify)_____

26. DO YOU HAVE ANY GENERAL COMMENTS/RECOMMENDATIONS TO MAKE REGARDING THE CHILD CARE ARRANGEMENT PROVIDED TO YOU THROUGH THE 4C PROGRAM IN THE LIGHT OF YOUR LABOR MARKET EXPERIENCE?

FLORIDA TECHNOLOGICAL UNIVERSITY
BOX 25000 ORLANDO, FLORIDA 32816

COLLEGE OF BUSINESS ADMINISTRATION
Department of Economics and Finance

Dear Parent:

To assist regional forecasting efforts, Florida Technological University is conducting a survey of the child care arrangement in the Orlando SMSA to evaluate the effect of such service. Without your assistance, this task cannot be accomplished.

Your cooperation is therefore most important! Within the next week or so we will telephone you and ask you questions about your child care experience. The questions will be similar to those in the enclosed questionnaire. Therefore, you may want to look them over before we actually call you.

All your answers will remain strictly confidential and your responses will not be linked to your name in any way.

Thank you for your time and assistance in supplying us with this urgently needed information.

Sincerely,

D. A. Hosni, Ph.D.
Assistant Professor

DAH/kt

1. Are you still using the 4C Program? 1. Yes (CONTINUE) 2. No (END THE INTERVIEW)

PERSONAL CHARACTERISTICS

If primary recipient is father, get the personal characteristics of the mother for questions (1-2).

2. Age
   1. Under 24
   2. 25-34
   3. 35-44
   4. Over 45

3. Race
   1. White
   2. Black
   3. Hispanic
   4. Other

4. Education

Mother	Father	
1.	1.	8th grade or less
2.	2.	9-11 grade
3.	3.	12th grade or over

5. PERSONS IN HOUSEHOLD

Relationship	Number
1. Spouse	
2. Children	
3. Grandparents	
4. Sister/Brother	
5. Other	
TOTAL	

6. Name(s) and Ages of Children (starting with the youngest and indicating by an asterisk (*) those who are receiving child care).

	NAME	AGE
1.		
2.		
3.		
4.		
5.		

4C PROGRAM SERVICE

7. How did you learn about the child care arrangement provided through the 4C?
   1. Announcements (Radio, TV, Newspaper)
   2. Child Care Centers
   3. Relatives and Friends
   4. Other

8. Have you changed day care centers since your original enrollment?
   1. Yes (Frequency:)
   2. No

9. What is the length of your child enrollment since you signed up with the 4C?
   1. 6 months or less
   2. 6-12 months
   3. One to two years
   4. More than 2 years

10. What is the reason for your satisfaction/dissatisfaction with your present day care center? [If multiple answers, rank the answers]

a. Satisfied	b. Dissatisfied	
1. ( )	1. ( )	Cost
2. ( )	2. ( )	Location
3. ( )	3. ( )	Quality of Care
4. ( )	4. ( )	Other (specify)_____

LABOR MARKET INFORMATION

11. Why did you need day care?
   1. For Training/Education purposes (GO TO 12)
   2. For employment purposes (GO TO 16)
   3. Incapacitated Caretaker
   4. Other (specify)_____

Training/Education

12. Were you enrolled in any training/educational program before receiving child care assistance?
   1. Yes (GO TO 14)
   2. No (GO TO 13)

13. Did you enroll in a training/educational program after receiving child care assistance? 67

1. Yes (GO TO 14) 2. No (GO TO 17)

14. Did you complete your training/educational program?

1. Yes (GO TO 17) 2. No (GO TO 15)

15. Why did you drop out of training/education?

1. Financial reasons
2. Pressure to go to work
3. Lack of interest
4. Inability to complete
5. Other (specify)_____

Employment

16. Were you employed before applying to 4C program?

1. Yes, a. full-time
   b. part-time
2. No

17. Did you find a job after receiving child care assistance?

1. Already had a job.
2. No. Reason_____(GO TO 20)
3. Yes, during the first six months after child enrollment.
4. Yes, but longer than 6 months, specify_____

18. Are you presently employed?

1. Yes (GO TO 19)
2. No (GO TO 20)

19. Are you working?

1. Full-time
2. Part-time, reason_____
   (GO TO 21)

20. Are you looking for work? 1. Yes 2. No, Reason_____
(GO TO 25)

21. List in order the job(s) held since child enrollment.

	Job Title	Length of Employment	Reason for Leaving
1.			
2.			
3.			
4.			

22. If your children could not continue under the 4C program, how difficult would it be for you to continue work/training/education?

1. Very difficult
2. Somewhat difficult
3. Not difficult

23. What would you do if this happened?

1. Quit
2. Cut down hours
3. Make other child care arrangements (specify)_____
4. Don't know what I would do

24. We would like to know your gross monthly income before and after child care provision.

a. Before
   1. AFDC: $
   2. Earned Income: $

b. After
   1. AFDC: $
   2. Earned Income: $

25. If you experienced any income change, identify the reasons that could be attributed to the increase or decrease.
    1. No change (same)
    2. Increase
        1. Promotion
        2. Better paying job
        3. Part time to full time
        4. More skills acquired
        5. Other (specify)_____
    3. Decrease
        1. Loss of job
        2. Different, low paying job
        3. Dropped to part time
        4. Lack of skills
        5. Other (specify)_____

26. How do you feel about paying the assessed fee?
    1. Too high
    2. Affordable
    3. Too low
    4. Other (specify)_____
    5. Suggested Fee _____

27. If former or current AFDC recipient, specify:
    1. Reason for receiving AFDC:_____
    2. Length of time receiving AFDC:_____
    3. Reason for closing AFDC: _____

28. Do you have any general comments/recommendations to make regarding any aspect of this child care arrangement provided through the 4C program?

APPENDIX II

ENVIRONMENTAL STATISTICS

TABLE A-II-1

POPULATION STATISTICS IN THE ORLANDO SMSA

	1970 (Census)[1]	1976 (est.)[1]	1979 (Proj.)[2]
Total Population	453,270	597,003	635,413
Orange	344,311	420,552	443,600
Osceola	25,267	37,676	37,910
Seminole	83,692	138,775	153,903
Total Female Population	232,542	309,711	327,446
Orange	176,331	217,606	227,482
Osceola	13,124	19,385	19,470
Seminole	43,087	72,720	80,494
Total Female Non-White Pop.	33,966	38,207	45,522
Orange	32,499	29,462	32,499
Osceola	1,111	1,139	1,870
Seminole	7,472	7,606	11,153
Childbearing Age (15-44)	116,032	132,011	139,176
Orange	72,337	94,646	98,162
Osceola	4,128	5,968	6,640
Seminole	17,407	31,397	34,374
Non-White Childbearing Age	4,171	16,301	19,513
Orange	10,653	13,172	14,534
Osceola	394	420	700
Seminole	2,712	2,709	4,279
Number of Children (0-4)	36,586	44,911	51,156
Orange	27,220	30,222	35,713
Osceola	1,802	2,939	2,620
Seminole	7,564	11,750	12,823
Number of Non-White Children	7,555	9,033	9,661
Orange	5,788	6,825	7,097
Osceola	247	317	400
Seminole	1,520	1,891	2,164

Source: [1]Florida Estimates of Population - Division of Population Studies, Bureau of Economic and Business Research, University of Florida - February 1978.

[2]Annual Planning Information, Orlango SMSA, Fiscal Year 1979. May 1978.

TABLE A - II - 2
PERSONS BELOW POVERTY LEVEL
1979 ESTIMATES
(ORLANDO SMSA)

	Total	White	Black	Other
Orange	52,692	21,165	22,940	587
Osceola	19,776	10,563	9,176	37
Seminole	8,177	4,527	3,604	46
Orlando SMSA	80,645	44,255	35,720	670

Source: ORLANDO SMSA Annual Planning Information, 1979 - The Florida Department of Labor and Employment Security- May, 1978.

Based on the 1979 population projections, that showed the following:

Total number of persons	635,413
Total number of White persons	547,641
Total number of Non-White persons	87,772

It is expected to plan for the following ratios:

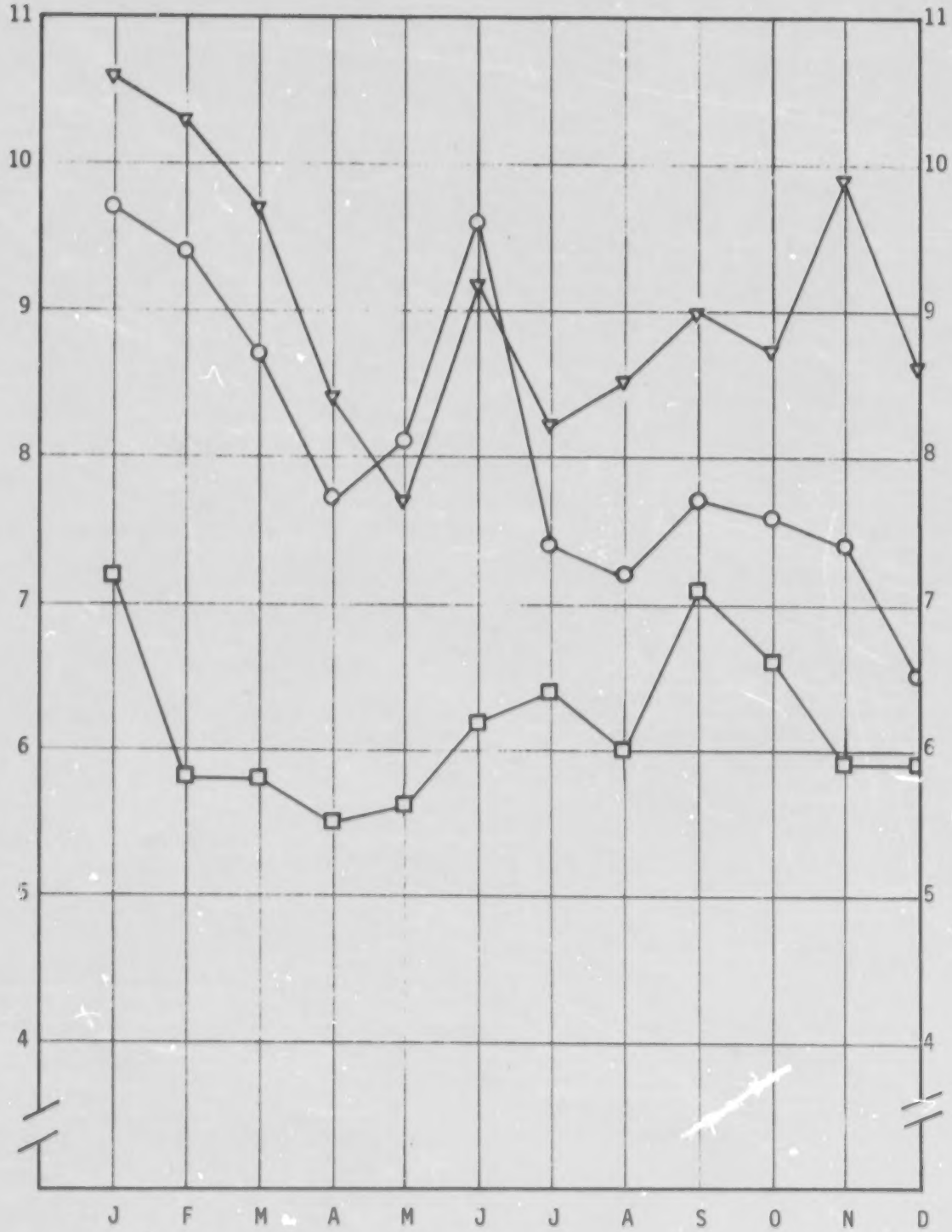
Total population in poverty: 12.7% of the total population
White population in poverty: 8.0% of the total White population
Non-White population in poverty: 41.4% of the total Non-White population

TABLE A - II - 3

OCCUPATIONAL DISTRIBUTION OF EMPLOYED WOMEN BY RACE
IN ORANGE, AND SEMINOLE COUNTIES, 1970 and 1976.

	TOTAL	WHITE	BLACK	OTHER
All occupations 1976	90,200	75,000	15,000	200
Percent 1970	100.0	100.0	100.0	100.0
Professional, technical and related	15.1	16.2	9.4	7.0
Managers, administrators (nonfarm)	4.0	4.5	1.3	7.7
Sales	8.3	9.6	1.9	--
Clerical	35.9	41.6	7.4	19.0
Craft and kindred workers	1.8	1.8	1.8	5.6
Operatives incl transport	9.2	8.6	12.1	7.7
Laborers, nonfarm	.9	.7	1.6	--
Service, except private household	16.2	14.2	26.1	35.9
Private household	5.7	1.4	27.2	16.9
Farm Workers	2.9	1.2	11.2	---

GRAPH A-II-1
Unemployment Trends



APPENDIX III

INPUT STATISTICS

TABLE A-III-1

Fee Schedule: Title XX Child Day Care Services Under "Income Status"

(Annual Gross Income)

FEE		NUMBER OF PERSONS IN FAMILY													
WEEKLY/DAILY		ONE	TWO	THREE	FOUR	FIVE	SIX	SEVEN	EIGHT	NINE	TEN	ELEVEN	TWELVE	THIRTEEN	FOURTEEN
2.00	.40	3040 3162	3699 3857	4679 4891	5267 5511	6027 6313	6628 6948	7218 7571	7809 8194	8400 8818	8990 9441	9621 10107	10251 10772	10880 11436	11510 12101
4.00	.80	3163 3284	3858 4015	4892 5103	5512 5756	6314 6600	6949 7269	7572 7926	8195 8580	8819 9237	9442 9894	10108 10594	10773 11295	11437 11992	12102 12693
6.00	1.20	3285 3405	4016 4174	5104 5315	5757 6002	6601 6887	7270 7590	7927 8279	8581 8966	9238 9655	9895 10346	10595 11082	11296 11817	11993 12549	12694 13285
8.00	1.60	3406 3526	4175 4332	5316 5528	6003 6247	6888 7174	7591 7910	8280 8632	8967 9352	9656 10075	10347 10798	11083 11569	11818 12339	12550 13105	13286 13877
10.00	2.00	3527 3647	4333 4489	5529 5740	6248 6492	7175 7461	7911 8230	8633 8985	9353 9738	10076 10494	10799 11250	11570 12056	12340 12860	13107 13662	13878 14040
12.00	2.40	3648 3768	4490 4647	5741 5952	6493 6737	7462 7749	8231 8550	8986 9338	9739 10125	10495 10913	11251 11702	12057 12542	12861 13382	13663 13770	
14.00	2.80	3769 3889	4648 4804	5953 6165	6738 6981	7750 8036	8551 8871	9339 9691	10126 10511	10914 11332	11703 12154	12543 13029	13383 13500		
16.00	3.20	3890 4010	4805 4961	6166 6377	6982 7225	8037 8323	8872 9191	9692 10044	10512 10897	11333 11751	12155 12605	13030 13230			
18.00	3.60	4011 4131	4962 5118	6378 6589	7226 7469	8324 8610	9192 9511	10045 10397	10898 11283	11752 12169	12606 12960				
20.00	4.00	4132 4480	5119 6120	6590 7560	7470 9000	8611 10440	9512 11880	10398 12150	11284 12420	12170 12690					

SOURCE: Florida, Department of Health & Rehabilitative Services, Division of Family Services Manual 204, Appendix E, 10 June 1976, p. 2.

APPENDIX IV

GROUP STATISTICS

FIGURE A-IV-1

Distribution Of Primary Recipients By Sex

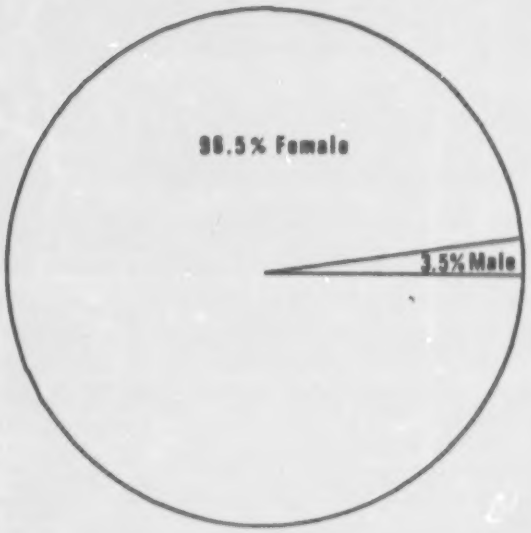


FIGURE A-IV-2

Distribution Of Mothers By Race

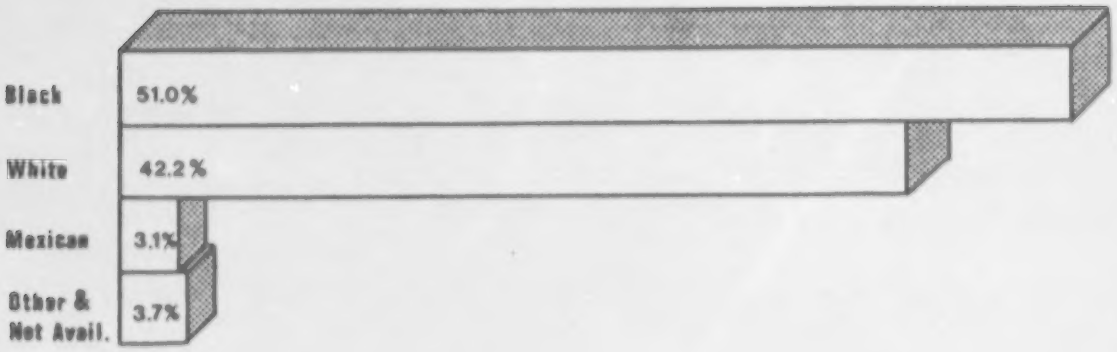


FIGURE A-IV-3

Distribution Of Primary Recipients By Age

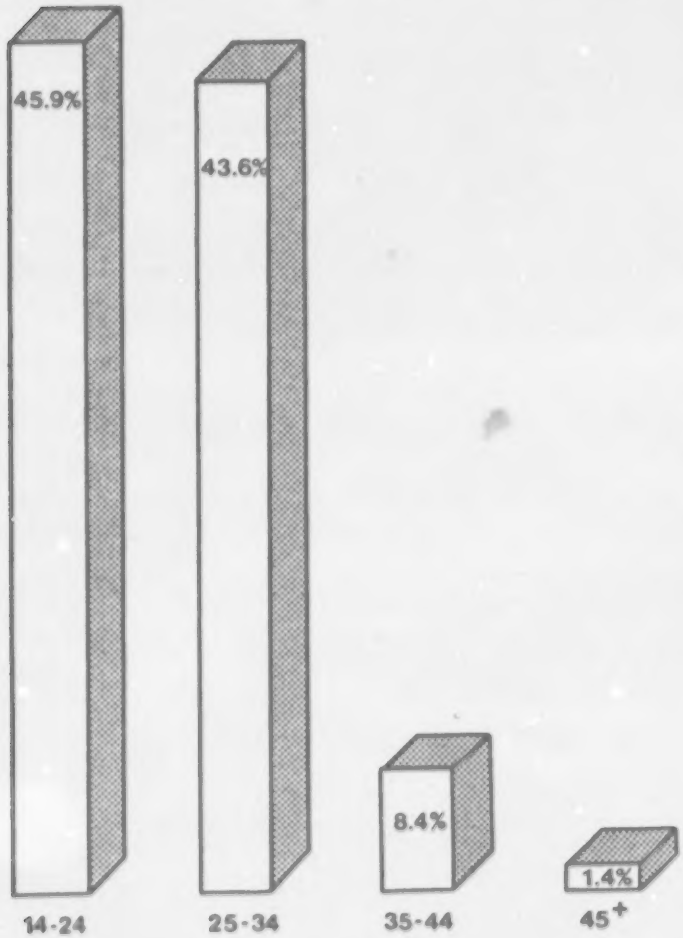
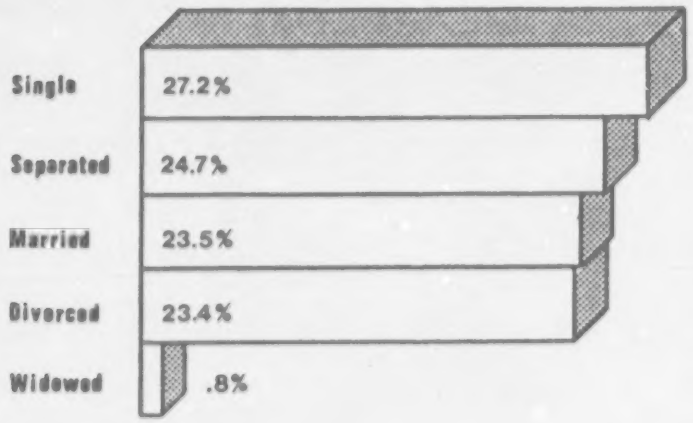


FIGURE A-IV-4:

Distribution Of Mothers By Marital Status*



* .4% Not Available

FIGURE A-IV-5

Percentage Distribution By Family Size

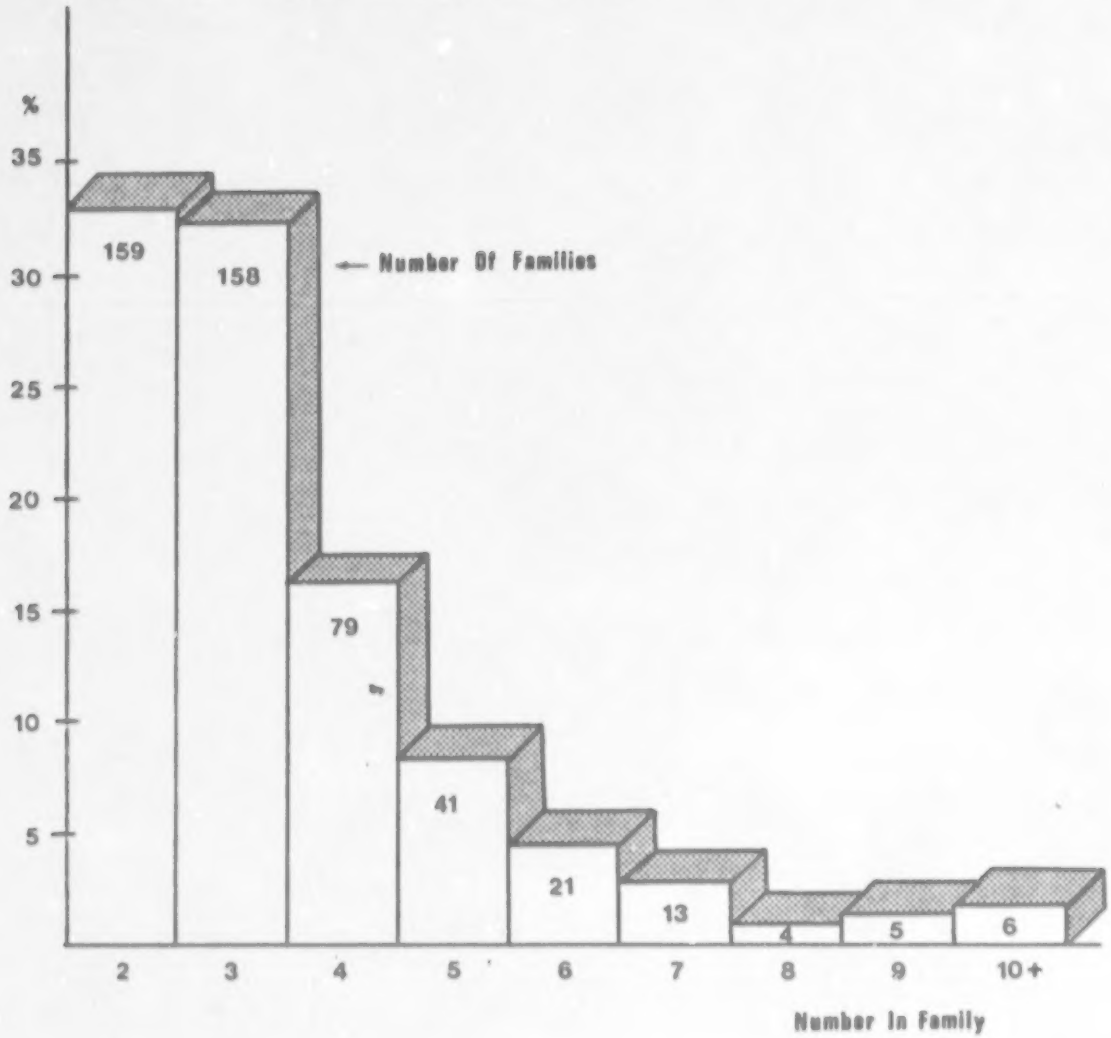
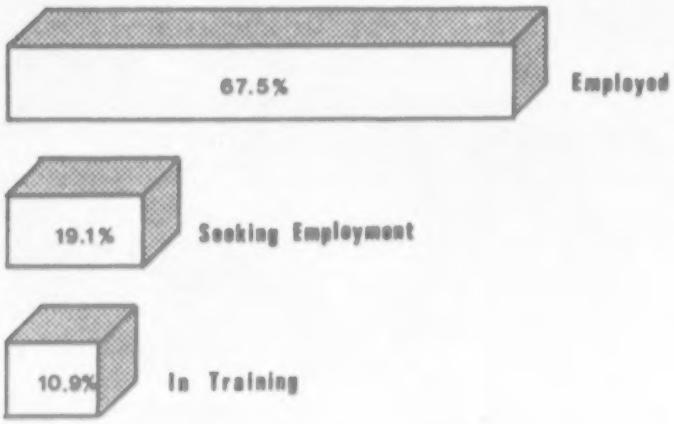


FIGURE A-IV-6

Employment Status Of Primary Recipients

Reason For 4 C's Eligibility*



* 1.7% Unable To Care For Children
.8% Not Available

FIGURE A-IV-7

Poverty Status Of Mothers

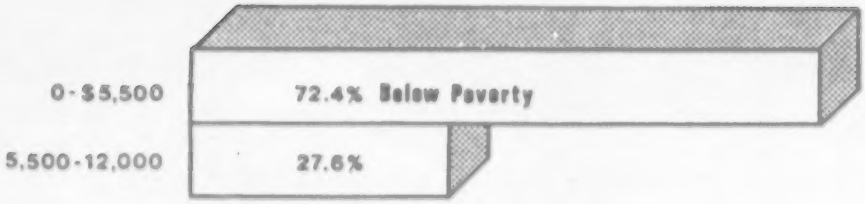


FIGURE A-IV-8

Length Of Enrollment (In Months)

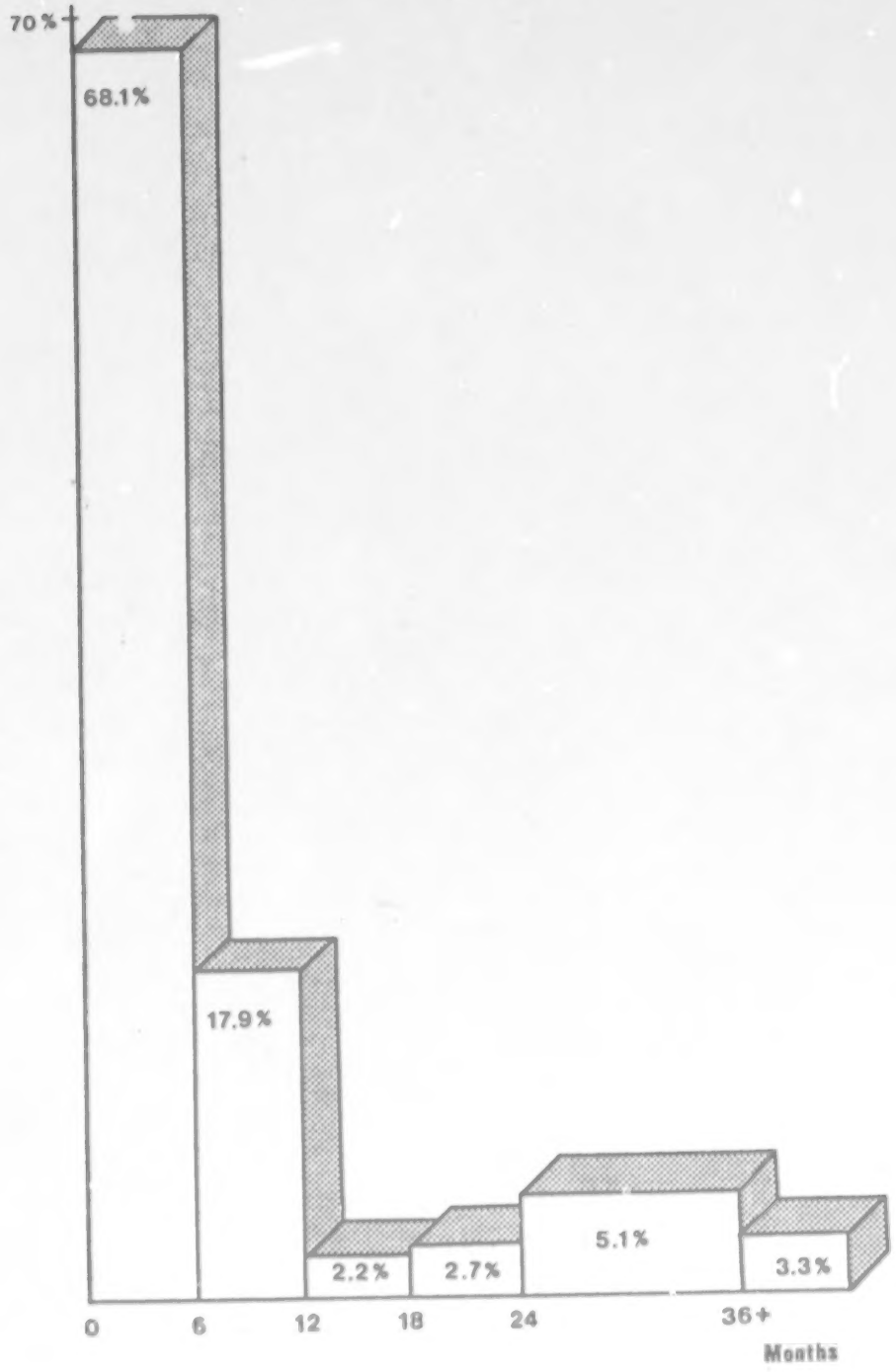
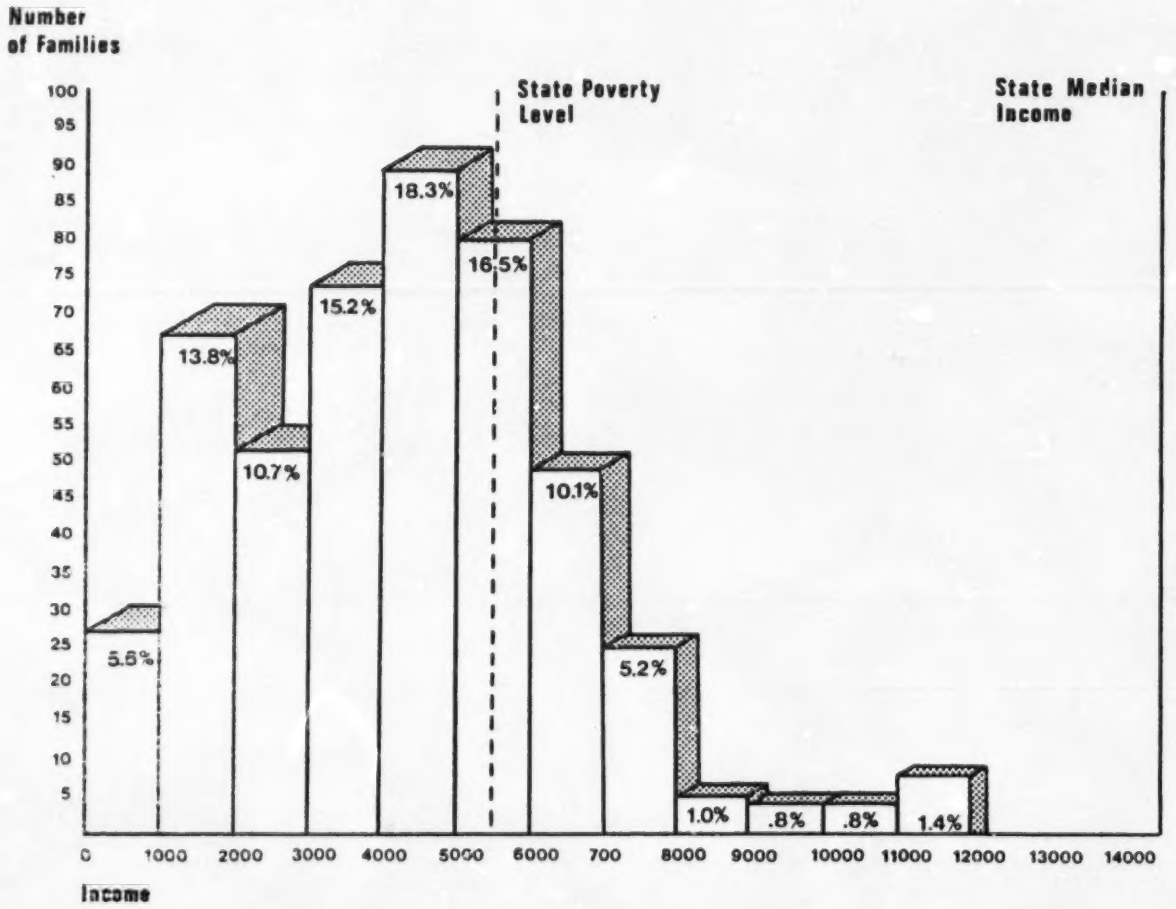


FIGURE A-IV-9

1976 Income At Enrollment Of Families Using 4 C's



APPENDIX V

OUTCOME STATISTICS

TABLE A-V-1

PROFILE OF SUCCESS CASES[1] (I)

Age		Employment Status at Enrollment	
14-24	40.8%	Employed	69.4%
25-34	48.0	Unemployed	30.6
35-44	8.2		
45 and Over	3.1	Eligibility Status at Enrollment	
Marital Status		Maintenance	30.6%
Single	27.6%	Eligible	69.4
Married	15.3		
Separated	27.6	Length of Enrollment (Months)	
Divorced	26.5	6 or Less	27.6%
Widowed	1.0	7-11	11.2
Family Size		12-17	23.5
2	31.6%	18-23	2.0
3	35.7	24-36	20.4
4	15.3	Over 36	14.3
5	6.1		
6 or More	11.2	Current Employment Status	
Race		Employed	83.7%
White	35.7%	Unemployed	0.0
Black	60.2	Not in Labor Force	15.3
Other	1.0		
Education of Mother		Number of Jobs Held	
8 Yrs. or Less	4.1%	1	66.3%
9-11 Years	19.4	2	24.5
12 or More	76.5	3	3.1

[1]Percentages may not add up to 100.0 due to no response.